Data Feminism Workshop at HU Berlin: Code of Conduct

This code of conduct outlines our expectations for participants at the workshop as well as steps to reporting unacceptable behavior. We are committed to working to provide a welcoming, safe, and inspiring community for all and expect our code of conduct to be honored. Anyone who violates this code of conduct may be asked to leave the workshop.

Participation Guidelines

When participating in the workshops, you should keep the following expectations about behavior in mind, which are essential for creating a welcoming and safe environment:

- Harassment in any form is unacceptable. Please see our anti-harassment policy below.
- Do not discriminate against people because of their identity (e.g., race, gender identity, sexuality, age, class background, ability, religion, and more).
- We expect participants to work together to create a welcoming, inclusive, and safe(r) environment for people from diverse backgrounds.

We ask all participants to respect each other's privacy during the Zoom session. This includes no screenshots or pictures of the screen without explicit permission.

Use of language

There is a lot of everyday language which discriminates against people, and interactions that seem harmless from one perspective may perpetuate bias when viewed from another. We ask that participants be thoughtful in the language you use and avoid using terms or phrases that—overtly or implicitly—discriminate against minorities such as people of color (POC), LGBTQ+ people, or those with disabilities. We also ask that community members are sensitive to microaggressions and unconscious bias. If someone calls you out for using problematic language or microaggressions, please take the time to listen, apologize, and put effort into not using the language again. You may be asked to leave the workshop for using this kind of language.

We ask participants to add their preferred pronouns to their displayed names in Zoom. Deliberate misgendering including deadnaming (referring to someone who has changed their name by their previous name) or persistently using a pronoun that does not correctly reflect a person's gender identity will not be tolerated.

Anti-harassment policy

The Data Feminism Workshop at HU Berlin is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age or religion. We do not tolerate harassment of participants

in any form. Participants violating these rules may be expelled from the workshop at the discretion of the organizers.

Harassment is defined as conduct that denigrates or shows hostility or aversion toward an individual because of their race, color, religion, national origin, sex, age, sexual orientation, gender identity or expression, personal appearance, political affiliation, marital status, family responsibilities, disability, mental illness, neuro(a)typicality, or any other legally protected status, and that creates an intimidating, hostile, or offensive environment for participation or unreasonably interferes with an individual's ability to participate. This also includes private messaging on Zoom.

Participants asked to stop any harassing behavior are expected to comply immediately. If a participant engages in harassing behaviour, event organisers retain the right to take any actions to keep the event a welcoming environment for all participants. This includes warning the offender or expulsion from the workshop.

Reporting

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible. Harassment and other code of conduct violations reduce the value of our workshop for everyone. You can make a report either personally or anonymously.

You can make an anonymous report here: https://www.surveymonkey.de/r/TLLVKCH

We can't follow up an anonymous report with you directly, but we will fully investigate it and take whatever action is necessary to prevent a recurrence.

You can make a personal report by contacting one of the organizers directly. We will ensure that your message stays private and we'll handle it as respectfully as possible. You won't be asked to confront anyone and we won't tell anyone who you are.