

PagerDuty Summit Code of Conduct

Don't do that, do this!

PagerDuty Summit is a conference intended for networking and collaboration in the PagerDuty community. Whether in person or virtual, we value the participation of each member of the PagerDuty community and want all attendees to have an enjoyable and fulfilling experience. Accordingly, all attendees are expected to show respect and courtesy to other attendees throughout the conference, whether officially sponsored by PagerDuty or not. To make clear what is expected, all delegates/attendees, speakers, exhibitors, organizers and volunteers at any PagerDuty event are required to conform to the following Code of Conduct. Organizers will enforce this code throughout the event.

The Short Version

PagerDuty is dedicated to providing a harassment-free conference experience for everyone, regardless of gender, sexual orientation, disability, physical appearance, body size, race, or religion. We do not tolerate harassment of conference participants in any form. All communication should be appropriate for a professional audience including people of many different backgrounds. Sexual language and imagery is not appropriate for any conference activity, including sessions. Be kind to others. Do not insult or put down other attendees. Behave professionally.

Remember that harassment and sexist, racist, or exclusionary jokes are not appropriate for PagerDuty Summit. Attendees violating these rules may be asked to leave the conference site at the sole discretion of PagerDuty.

Thank you for helping make this a welcoming, friendly event for all.

The Longer Version

Harassment includes offensive verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, sexual images in public spaces, deliberate intimidation, stalking, persistent following, harassing photography or recording, sustained disruption of talks or other events, and unwelcome sexual attention. Participants asked to stop any harassing behavior are expected to comply immediately. Further unacceptable behavior will result in escalating sanctions. Exhibitors in the virtual expo hall, sponsor or vendor booths, breakouts, or similar activities are also subject to the anti-harassment policy. In particular, exhibitors should not use sexualized images, activities, or other material. Booth staff (including volunteers) should not use sexualized clothing/uniforms/costumes on video, or otherwise create an unprofessional environment.

Be careful in the words that you choose. Remember that sexist, racist, and other exclusionary jokes can be offensive to those around you. If you think your conversation is making another community member uncomfortable, follow up with them later to inquire, creating space for their perspective to be heard and acknowledged. revisit that conversation and try to make amends. If a participant engages in behavior that violates this code of conduct, the conference organizers may take any action they deem appropriate, including warning the offender, expulsion from the conference or legal action.

Contact Information

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact the conference organizer. Conference staff can be found at summit@pagerduty.com and within the platform. Escalation procedures will be shared during the event.

Conference staff are available to assist those experiencing harassment to ensure everyone feels safe for the duration of the conference. We value your attendance.

Procedure for Handling Harassment

1. Report the harassment incident to a conference staff member via summit@pagerduty.com. All reports are confidential. Please do not disclose public information about the incident until the staff have had sufficient time in which to address the situation. This is as much for your safety and protection as it is for the other attendees.
2. When reporting the event to staff, try to gather as much information as available but do not interview people about the incident. Staff will assist you in writing the report/collecting information.

The important information consists of:

- Identifying information (user name/email) of the participant doing the harassing
- The behavior that was in violation
- The approximate time of the behavior
- The circumstances surrounding the incident
- Other people involved in the incident

The staff is well informed on how to deal with the incident and how to further proceed with the situation.

Note: Incidents that violate the Code of Conduct are extremely damaging to the community, and they will not be tolerated. The silver lining is that, in many cases, these incidents present a chance for the offenders, and the community at large, to grow, learn, and become better. PagerDuty Summit staff requests that they be your first resource when reporting a PagerDuty Summit-related incident, so that they may enforce the Code of Conduct and take quick action toward a resolution. If at all possible, all reports should be made directly to summit@pagerduty.com.

License

This Code of Conduct is based on the example policy from the Geek Feminism wiki, created by the Ada Initiative and other volunteers, which is under a Creative Commons Zero license. Additional language is based on the ChefConf Code of Conduct and PyCon Code of Conduct.