



# GDG Melbourne Code of Conduct & Anti-Harassment Policy

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Why do we have an official code of conduct and anti-harassment policy for GDG Melbourne?

- It sets expectations for behavior at events and online. Simply having a code of conduct and anti-harassment policy can prevent harassment.
- Reassures people worried about harassment that GDG Melbourne provides a safe and welcoming environment" and encourages everyone to attend.
- It gives event staff/volunteers instructions on how to handle harassment quickly, with the minimum amount of disruption for the event.

As someone who is part of this community, you agree that:

- We are collectively and individually committed to safety and inclusivity.
- We have zero tolerance for abuse, harassment, or discrimination.
- We respect people's boundaries and identities.
- We refrain from using language that can be considered oppressive (systematically or otherwise), eg. sexist, racist, homophobic, transphobic, ableist, classist, etc. - this includes (but is not limited to) various slurs.
- We avoid being purposely antagonistic about contentious topics that don't fit within the focus of this community. This can include (but is not limited to) politics (Australian or otherwise), social justice or life choices. This includes all forms of trolling.
- We avoid spreading misinformation or conspiracy theories and stick to reputable, factual sources of information.
- We avoid using potentially offensive topics as a form of humor.
- Follow all instructions from venue & event staff and treat our venues with

respect.

We actively work towards:

- Being a safe and welcoming community
- Cultivating a network of support & encouragement for each other
- Encouraging responsible and varied forms of expression

We expect every member to follow the general GDG program community guidelines:

- **Be nice.** We're all part of the same community, so be friendly, welcoming, and generally a nice person. Be someone that other people want to be around.
- **Be respectful and constructive.** Remember to be respectful and constructive with your communication to fellow members. Don't get into flame wars, make personal attacks, vent, or rant unconstructively. Everyone should take responsibility for the community and take the initiative to diffuse tension and stop a negative discussion as early as possible.
- **Be collaborative.** Work together! We can learn a lot from each other. Share knowledge, and help each other out.
- **Participate.** Join in on discussions, show up for in-person meetings regularly, offer feedback, and help implement that feedback.
- **Basic etiquette for online discussions.** Don't send messages to a big list (or multiple lists) that only need to go to one person. Keep off topic conversations to a minimum. Don't be spammy by advertising or promoting personal projects which are off topic.

In addition to the general GDG program guidelines, GDG Melbourne also has the following guidelines:

- **Special Coronavirus (COVID-19) guidelines.** We are happy for there to be some off topic discussion in the GDG slack group, however remember that our slack groups primary purpose is to discuss Google related technologies. In particular we will not allow the spreading of misinformation or conspiracy theories. Some discussion of the Coronavirus situation in #random is fine, but everybody is reminded to stick to reputable, factual sources of information. We want this to be a fun and supportive community - Please be nice to each other in this stressful time.
- **Asking good questions.** Many of our speakers take questions after their talk.

Question time an opportunity to learn more, not to get up and share your own opinion - So please ask concise questions, not give comments. Good questions should contribute to the discussion and allow us all to learn. Our speakers are knowledgeable, but they don't know everything, so "I don't know" is always an acceptable answer. Audience members shouldn't try and catch out the speakers with a difficult questions they can't answer. Instead be supportive of speakers. There are many opportunities after the talks or on slack to chat to the speaker and discuss your question or thoughts further. Please approach the speaker with respect when you do this and understand if they cannot have a full discussion at that time.

- **@channel and @here usage in slack.** @channel and @here are restricted to GDG organisers, and will be used for announcements..
- **Job postings.** Job postings should be kept to #jobs in our slack channel and the 'whos hiring' section of the main meetup. Jobs should be relevant to our community.
- **Event postings.** Please post any 3rd party events in the #events channel. The organisers will post events that are run or co-run by GDG Melbourne in #general (as that is the purpose of the group!) but other events should go in #events. You can put a message in #general pointing people to #events but the main description, images and discussion of your event should be in #events.

## Harassment

GDG Melbourne is dedicated to providing a harassment-free event experience for everyone, regardless of:

- gender
- sexual orientation
- disability
- gender identity
- age
- race
- religion (or lack thereof)
- nationality
- physical appearance (including but not limited to body size)

The above is not an exhaustive list -- we do not tolerate harassment of event participants in any form.

Sexual language and imagery is not appropriate for any event venue, including talks.

Harassment includes (but is not limited to):

- offensive verbal comments related to gender, sexual orientation, disability, gender identity, age, race, religion
- the use or display of sexual images in public spaces
- deliberate intimidation
- stalking
- harassing photography or recording
- sustained disruption of talks or other events
- inappropriate physical contact
- unwelcome sexual attention

Participants asked to stop any harassing behavior are expected to comply immediately.

Sponsors and guest speakers are also subject to the anti-harassment policy. In particular, exhibitors and speakers should not use sexualised images, activities, or other material, or otherwise create a sexualised environment in their slide decks, exhibit material, exhibit staffing, promotional items or demo material.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please email or contact via Slack, Katie Barnett ([katiebarnett5@gmail.com](mailto:katiebarnett5@gmail.com)) or András Bubics ([orochi.kazu@gmail.com](mailto:orochi.kazu@gmail.com)) as soon as you can. The team will investigate the issue and take appropriate action. This may include helping participants contact venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the event.

Questions? Concerns?

Please email Katie Barnett ([katiebarnett5@gmail.com](mailto:katiebarnett5@gmail.com)) or András Bubits ([orochi.kazu@gmail.com](mailto:orochi.kazu@gmail.com)) at any time to discuss the above content or any issue.

Event participants violating these rules may be expelled from the event or online discussion group (e.g. Slack), and may be banned from future events or groups at the discretion of the event organisers/management.

Though we hope that we never have to invoke this policy, we believe that having this document helps everyone think a little more about how their actions and words affect the whole community, as well as individuals in the community.

The full list of the GDG Melbourne organisers can be found on [www.gdgmelbourne.com](http://www.gdgmelbourne.com). The individual event organisers can be found each event listing on MeetUp.com (<https://www.meetup.com/gdg-melbourne>)

This document has been prepared by Katie Barnett and Michael Vescovo from the following sources (accessed on 10th April 2018). Updated by Katie Barnett on 26th February 2021:

- <https://github.com/GDGMelbourne/Code-Of-Conduct>
- <https://developers.google.com/programs/community/gdg/resources/>
- <https://www.google.com/events/policy/anti-harassmentpolicy.html>
- [https://support.google.com/developergroups/answer/3340512?hl=en&ref\\_to\\_pic=3340510](https://support.google.com/developergroups/answer/3340512?hl=en&ref_to_pic=3340510)