

## Code of Conduct

We assume that most people are well-intended, respecting the other conference attendees and we're not inclined to tell people what to do. We want every SIGS DATACOM conference, Seminar, Third Party or Roundtable Event to be a productive environment for everyone attending regardless if attendee, speaker, volunteer, sponsor or exhibitor.

We're voicing our strong, unequivocal support of appropriate behavior by all participants at all technical events, including all our SIGS DATACOM events. We invite you to help us to make each SIGS DATACOM conference a place that is welcoming and respectful to all participants, regardless of race, gender, gender identity and expression, age, sexual orientation, disability, physical appearance, national origin, ethnicity, or religion. We welcome at SIGS DATACOM if everyone can focus on the conference itself, and the great networking and community richness that happens when we get together in person. We will not tolerate harassment of conference participants in any form—in person or online.

Examples of harassment include offensive comments, verbal threats or demands, explicit sexualized images in public spaces, intimidation, stalking, harassing photography or recording, sustained disruption of sessions or events, and unwelcome physical contact or sexual attention. Harassment also includes sights and negative messages, both unintended and intentional, based solely on appearance.

Be careful in the words that you choose. Remember that sexist, racist, and other exclusionary jokes can be offensive to those around you. Excessive swearing and offensive jokes are not appropriate. Be kind to others.

Do not insult or put down other attendees. Behave professionally.

We expect all participants—attendees, speakers, sponsors, and volunteers—to follow our Code of Conduct during the conference. This includes conference-related social events at off-site locations, and in related online communities and all social media activities.

Participants asked to stop any harassing behavior are expected to comply immediately. Conference participants violating this Code of Conduct may be expelled from the conference without a refund, and/or banned from future SIGS DATACOM events, at the discretion of SIGS DATACOM.

Please bring any concerns to the immediate attention of our event staff, or contact directly Viktor Paland Commercial Director of SIGS DATACOM [viktor.paland@sigs-datacom.de](mailto:viktor.paland@sigs-datacom.de). We thank our participants for your help in keeping the event welcoming, respectful, and friendly to all participants.

Our Code of Conduct is not exhaustive. Rather than providing a detailed book of rules, we want to draw on the spirit of cooperation that is characteristic of our communities. While we expect this document to be honored by all participants, we also hope that you will approach it in that spirit, continuing as always to treat fellow community members with respect.

Should you need a private discussion with one of the organisers about a specific problem, whether before, during or after the conference, please contact Viktor Paland, Commercial Director of SIGS DATACOM: [viktor.paland@sigs-datacom.de](mailto:viktor.paland@sigs-datacom.de).

We would like to thank the Lean Startup folks and the jsconf.us folks, whose Codes of Conduct inspired our Code of Conduct policy at SIGS DATACOM.