



AGC of Minnesota Events and Education Anti-Harassment and Guidelines Policy

AGC of Minnesota hosts social and educational events designed to benefit all members and guests by engaging in discussion, learning, networking, and inquiry. Imperative to the success of this mission is AGC of Minnesota's commitment that all events are inclusive and free from harassment. AGC of Minnesota is dedicated to providing this inclusive, safe, and supportive experience for all regardless of any participant's race, color, age, national origin, religion, gender, sexual orientation, gender identity, disability, creed, or other protected class. We do not tolerate harassment; and we will take violations of this Policy seriously and will respond appropriately.

All participants of AGC of Minnesota events must abide by the following Policy:

Be excellent to each other. We want the event to be an excellent experience for everyone. Treat everyone with respect. Participate while acknowledging that everyone deserves to be here -- and each of us has the right to enjoy our experience without fear of harassment, discrimination, or condescension, whether blatant or via micro-aggressions. Jokes shouldn't demean others or be sexually suggestive.

Speak up if you see or hear something inappropriate. We cannot correct a problem or help educate when we do not hear that something happened. Please understand that it is right and appropriate to contact directly AGC of Minnesota's CEO, General Counsel, or any other staff person. Expect that your concern will be treated respectfully, honestly, and openly.

This Policy is zero tolerance, meaning that we will look into every allegation of violation of this Policy and respond appropriately. Please note, while we take all concerns raised seriously, we will use our discretion to determine when and how to follow up on reported incidents, and may decline to take any further action and/or may direct the participant to other resources for resolution.

Event staff also will be happy to help participants contact hotel/venue security or local law enforcement, provide escorts, or otherwise assist those experiencing discomfort or harassment to feel safe for the duration of the event.

You also should feel empowered to politely engage when you or others are disrespected. The person making you feel uncomfortable may not be aware of what they are doing, and, if you are comfortable, politely bringing his/her behavior to his/her attention is encouraged. If you are not comfortable, alert an AGC of Minnesota staff member.

If any participant engages in harassing or uncomfortable behavior, AGC of Minnesota staff or the event organizers may take any action that they deem appropriate, including warning or expelling the offender from the event with no refund. By participating in any event, you acknowledge and agree to these conditions.

Harassment is not tolerated. Harassment includes, but is not limited to: verbal language that reinforces social structures of domination related to gender identity and expression, sexual orientation, disabilities, neurodiversity, physical appearance, body size, ethnicity, nationality, race, age, religion, or other protected category; sexual imagery in public spaces; deliberate intimidation; stalking; following; harassing photography or recording; sustained disruption of talks or other events; offensive verbal language; inappropriate physical contact; and unwelcome sexual attention. Participants asked to stop any harassing behavior are expected to comply immediately.

This Policy extends to all AGC of Minnesota events, talks, forums, workshops, social media, parties, hallway conversations; and to all attendees, partners, sponsors, volunteers, event staff, etc. AGC of Minnesota reserves the right to refuse admittance to, or remove any person or post from, any AGC of Minnesota hosted event or forum (including future AGC of Minnesota events and forums) at any time in its sole discretion. This includes, but is not limited to, attendees behaving in a disorderly manner or failing to comply with this Policy.

Exhibiting partners, sponsors or vendor booths, or similar activities are also subject to this Policy. In particular, exhibitors should not use sexualized images, activities, or other material. Booth staff (including volunteers) should not use sexualized clothing/uniforms/costumes, or otherwise create a sexualized environment. Participants and exhibiting partners or sponsors disobeying this Policy will be notified and are expected to stop any offending behavior immediately.

We value your active participation in AGC of Minnesota and are committed to make our spaces safe and appropriate for all attendees.

Why this Policy is important

Harassment at events and in online communities is unfortunately common. Creating an official Policy aims to improve this problem by making it clear that harassment of anyone for any reason is not acceptable within our events and communities. This Policy may prevent harassment by clearly defining expectations for behavior, aims to provide reassurance, and encourages people who have had bad experiences at other events to participate in this one. It further sets expectations that any harassing, inappropriate, or disorderly conduct may lead to the attendee being asked to leave and other consequences.

License and attribution

This Policy is may be shared and copied by other organizations under the [Creative Commons Zero license](#). AGC of Minnesota drafted this Policy based on and influenced by several other policies including: Google, Ohio LinuxFest Anti-Harassment Policy, Con Anti-Harassment Project, Geek Feminism Wiki (created by the Ada Initiative), ConfCodeofConduct.com, JSconf, Rust, Diversity in Python, and Write/Speak/Code.