



Rails Girls Toronto Code of Conduct

Shorter version

Rails Girls Toronto is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, neuro(a)typicality, physical appearance, body size, age, socioeconomic status, race, religion or lack thereof, or other identity marker. We do not tolerate harassment of participants in any form.

This anti-harrassment policy applies to all Rails Girls Toronto spaces, including our events, Meetup.com page and Slack team, both online and off. Anyone who violates this policy may be sanctioned or expelled from these spaces at the discretion of the Rails Girls Toronto Organizing Team.

Some Rails Girls Toronto event venues may have additional rules in place, which will be made clearly available to participants. Participants are responsible for knowing and abiding by these rules.

Longer version

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Team.

Some Rails Girls Toronto spaces may have additional rules in place, which will be made clearly available to participants. Participants are responsible for knowing and abiding by these rules.

Harassment includes:

- Offensive comments related to gender, gender identity and expression, sexual orientation, disability, neuro(a)typicality, physical appearance, body size, age, socioeconomic status, race, religion or lack thereof, or other identity marker.
- Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment.
- Deliberate misgendering or use of 'dead' or rejected names.
- Gratuitous or off-topic sexual images or behaviour in spaces where they're not appropriate.
- Physical contact and simulated physical contact (eg, textual descriptions like "**hug*" or "**backrub*") without consent or after a request to stop.
- Threats of violence.
- Incitement of violence towards any individual, including encouraging a person to commit suicide or to engage in self-harm.
- Deliberate intimidation.
- Stalking or following.
- Harassing photography or recording, including logging online activity for harassment purposes.
- Sustained disruption of discussion.
- Unwelcome sexual attention.
- Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others.
- Continued one-on-one communication after requests to cease.
- Deliberate "outing" of any aspect of a person's identity without their consent except as necessary to protect vulnerable people from intentional abuse.
- Publication of non-harassing private communication.

Rails Girls Toronto prioritizes marginalized people's safety over privileged people's comfort.

Rails Girls Toronto Organizing Team will not act on complaints regarding:

- 'Reverse' -isms, including 'reverse racism,' 'reverse sexism,' and 'cisphobia'
- Reasonable communication of boundaries, such as "leave me alone," "go away," or "I'm not discussing this with you."
- Communicating in a 'tone' you don't find congenial
- Criticizing racist, sexist, cissexist, or otherwise oppressive behavior or assumptions

Reporting

If you are being harassed by a member of Rails Girls Toronto, notice that someone else is being harassed, or have any other concerns, please contact the Rails Girls Toronto Organizing Team at railsgirlsto@gmail.com. If the person who is harassing you is on the team, they will recuse themselves from handling your incident. We will respond as promptly as we can.

This policy applies to Rails Girls Toronto spaces, but if you are being harassed by a member of Rails Girls Toronto outside our spaces, we still want to know about it. We will take all good-faith reports of harassment by Rails Girls Toronto members, especially LEADERSHIP TEAM, seriously. This includes harassment outside our spaces and harassment that took place at any point in time. The abuse team reserves the right to exclude people from Rails Girls Toronto based on their past behavior, including behavior outside Rails Girls Toronto spaces and behavior towards people who are not in Rails Girls Toronto.

In order to protect volunteers from abuse and burnout, we reserve the right to reject any report we believe to have been made in bad faith. Reports intended to silence legitimate criticism may be deleted without response.

We will respect confidentiality requests for the purpose of protecting victims of abuse. At our discretion, we may publicly name a person about whom we've received harassment complaints, or privately warn third parties about them, if we believe that doing so will increase the safety of Rails Girls Toronto members or the general public. We will not name harassment victims without their affirmative consent.

Consequences

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

If a participant engages in harassing behavior, Rails Girls Toronto Organizing Team may take any action they deem appropriate, up to and including expulsion from all Rails Girls Toronto spaces and identification of the participant as a harasser to other Rails Girls Toronto members or the general public.