

Purpose

A primary goal of all the events and classes that refer to this Code of Conduct is to be inclusive to the largest number of people, with the most varied and diverse backgrounds possible. As such, we are committed to providing a friendly, safe and welcoming environment for all.

This Code of Conduct outlines our expectations for all those who participate in our community, as well as the consequences for unacceptable behavior.

We invite all those who participate in our events to help us create safe and positive experiences for everyone.

Performance Diversity

A supplemental goal of this Code of Conduct is to increase the diversity of voices performing on Berlin's stages by encouraging participants to recognize and strengthen the relationships between our actions and their effects on our community.

Communities mirror the societies in which they exist and positive action is essential to counteract the many forms of inequality and abuses of power that exist in society.

If you see someone who is making an extra effort to ensure our community is welcoming, friendly, and encourages all participants to contribute to the fullest extent, we want to know.

Expected Behavior

- Participate in an authentic and active way. In doing so, you contribute to the health and longevity of this community.
- Exercise consideration and respect in your speech and actions.
- Attempt collaboration before conflict.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Be mindful of your surroundings and of your fellow participants. Alert community leaders if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, even if they seem inconsequential.

Unacceptable Behavior

Unacceptable behaviors include: intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech or actions by any participant in our community, including in one-on-one communications carried out in the context of community business.

Harassment includes: harmful or prejudicial verbal or written comments related to gender, national origin, accent, sexual orientation, race, religion, disability, working class; failing to

respect somebody's preferred pronouns; inappropriate use of nudity and/or sexual images; inappropriate depictions of violence; deliberate intimidation, stalking or following; harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact, and unwelcome sexual attention.

Consequences of Unacceptable Behavior

Unacceptable behavior from any community member, including sponsors and those with decision-making authority, will not be tolerated. Anyone asked to stop unacceptable behavior is expected to comply immediately.

If a community member engages in unacceptable behavior, the community organizers may take any action they deem appropriate, up to and including a temporary ban or permanent expulsion from the community without warning (and without refund in the case of a paid event).

If a staff member engages in unacceptable behavior, the Community Liaison may take any action they deem appropriate, up to and including sending the staff member home, requiring the staff member take an anti-oppression workshop or course, and/or a letter of warning in the staff member's personnel file.

If You Witness or Are Subject to Unacceptable Behavior

If you are subject to or witness unacceptable behavior, or have any other concerns, please notify a member of Staff or the Community Liaison as soon as possible. Additionally, our Staff and our Community Liaison are available to help community members engage with local law enforcement or to otherwise help those experiencing unacceptable behavior feel safe. In the context of in-person events, organizers will also provide escorts as desired by the person experiencing distress.

Scope

We expect all community participants (contributors, paid or otherwise; sponsors; and other guests) to abide by this Code of Conduct in all community venues—online and in-person—as well as in all one-on-one communications pertaining to community business.