



# Code of Conduct for HPC Conference and Event Participants

The Home Performance Coalition (HPC) community is made up of a network of people with a common agenda, cause, and interests, who collaborate by sharing ideas, information, and resources. It is of utmost importance to HPC that each and every person attending one of our conferences and events has a positive and rewarding experience and to that end, we invite all sponsors, volunteers, speakers, attendees, vendors, and others ("Participants") to help us realize a safe, respectful, and positive experience for everyone. When you participate in an event hosted by HPC, you are contributing to the overall experience, which makes us all accountable to each other.

HPC has adopted this Code of Conduct to provide guidelines to Participants and to ensure that all Participants understand what behavior is expected, and what behavior will not be tolerated at a Home Performance Coalition event. HPC expects all Participants to abide by this Code of Conduct at all events. This includes conference-related social events at off-site locations, and in related online communities and social media.

The Home Performance Coalition is dedicated to providing a harassment-free and inclusive event experience for everyone regardless of gender identity and expression, sexual orientation, disabilities, neurodiversity, physical appearance, body size, ethnicity, nationality, race, age, religion, or other protected category. Participants asked to stop any harassing behavior are expected to comply immediately.

## **EXPECTED BEHAVIOR**

Home Performance Coalition (HPC) expects that community members will:

1. Be considerate and respectful to all community members.
2. Refrain from demeaning, discriminatory, or harassing behavior, materials, and speech.
3. Speak up if they observe anything at an event that conflicts with this Code of Conduct. If you are being harassed or feel uncomfortable, notice that someone else is being harassed, or have any other concerns, please contact an HPC staff member immediately.



## **UNACCEPTABLE BEHAVIOR**

Unacceptable behavior from any community member will not be tolerated. Unacceptable behavior includes, but is not limited to:

1. Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech, materials, or conduct by any Participants of the event and related event activities. Many event venues are shared with members of the public; please be respectful to all patrons of these locations.
2. Violence, threats of violence, or violent language directed against another person.
3. Sexist, racist, homophobic, transphobic, or otherwise discriminatory jokes and language.
4. Personal insults related to gender, sexual orientation, race, religion, or disability.
5. Inappropriate photography or recording.
6. Taking of photos within the event environment for use on social media, without the prior permission of the individuals or owners of the content therein.
7. Any boisterous, lewd, or offensive behavior or language, including but not limited to using sexually explicit or offensive language, materials or conduct, or any language, behavior, or content that contains profanity, obscene gestures, or racial, religious, or ethnic slurs.
8. Failure to obey any rules or regulations of the event venue.

## **CONSEQUENCES OF UNACCEPTABLE BEHAVIOR**

Unacceptable behavior will not be tolerated. Anyone asked to stop unacceptable behavior is expected to comply immediately. If a Participant engages in unacceptable behavior, HPC may take any action it deems appropriate, including warning or expelling the offender from the event without refund and/or informing venue security or law enforcement. For more egregious behavior, HPC may, in its reasonable discretion, temporarily ban or permanently expel a Participant from the HPC community.

## **WHAT TO DO IF YOU WITNESS OR ARE SUBJECTED TO UNACCEPTABLE BEHAVIOR**

If you are subjected to unacceptable behavior, notice that someone else is being subjected to unacceptable behavior, or have any other concerns, please notify HPC event staff. HPC staff will be available to assist those experiencing unacceptable behavior to feel safe for the duration of the event. All reports will remain completely confidential.

## **ATTRIBUTION**

This Code of Conduct is the product of HPC's commitment to create and nurture a welcoming, respectful, and collaborative community, and we thank our Participants for sharing our commitment. The framework of this Code of Conduct was inspired by the Merchant Risk Council, the Open Source Bridge Code of Conduct, released under a Creative Commons Attribution-ShareAlike license, and the Google Anti-Harassment Policy, licensed under the Creative Commons Zero License.