

GLITTER CAT CODE OF CONDUCT

Updated July 2, 2020

All attendees, speakers, sponsors, trainees, instructors, and volunteers at the bootcamp are required to agree with the following code of conduct. Organizers will enforce this code throughout the event. We expect cooperation from all participants to help ensure a safe environment for everybody.

NEED HELP? Please reach out to us in any manner you feel safe: email, phone call, text, or in person. There is also an anonymous contact form below.

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THE QUICK VERSION: Our bootcamps and public events are dedicated to providing a harassment-free, racism-free event experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), economic status, or technology choices. We do not tolerate harassment of participants in any form. Sexual or racist language or slurs and imagery are not appropriate for any conference venue, including talks, workshops, parties, Instagram, Twitter, TikTok, Facebook, and other online media. Event participants violating these rules may be sanctioned or expelled from Bootcamps or events (in-person and digital) at the discretion of the event organizers. Included in this code of conduct is harassment outside of events. *Harassment and racist actions are grounds for removal of a Glitter Cat Trainee, instructor, or volunteer from the program or banning a non-Glitter Cat from attending events.*

EXTENDED VERSION: Harassment includes offensive verbal comments related to race, gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, ethnicity, religion, technology choices, or display of sexual images at Glitter Cat events and SCA events, economic status, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

Glitter Cat rejects direct and indirect racist actions including but not limited to... judges/volunteers/participants not working with/ignoring BIPOC, tone or music-policing, articulation-policing, hair touching, wearing of [historically] racist imagery, negative or aggressive comments towards food/culture/dress etc, speaking-over/preventing marginalized folx from speaking or participating. Participants asked to stop any harassing/racist behavior are expected to comply immediately. Sponsors are also subject to the anti-harassment policy and anti-racist policy. In particular, sponsors should not use sexualized or racist images, activities, or other material. Event staff (including volunteers) should not use sexualized or racist

clothing/uniforms/costumes or otherwise create a sexualized or racist environment. Glitter Cat does not discriminate against sex workers and supports consensual sexual expression.

If a participant engages in harassing or racist behavior, the events organizers may take any action they deem appropriate, including warning the offender or expulsion from the event, including a request for re-payment of used sponsorship monies.

If you are being harassed in any form, notice that someone else is being harassed, or have any other concerns, please contact a member of Glitter Cat staff immediately or fill out the anonymous contact form. Glitter Cat staff will help participants contact venue security or provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the event. Glitter Cat staff are going through deescalation training and conflict resolution and will have a list of community resources to reference in host cities to prevent the calling of police.

We value your attendance. We expect participants to follow these rules at the bootcamp and workshop venues and bootcamp-related social events. Glitter Cat trainees are expected to uphold this Code of Conduct outside of Glitter Cat events or risk losing sponsorship monies and the title of "Glitter Cat".

[Contact form](#)