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FRIENDLY SPACE POLICIES

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The conference you are attending has a Friendly Space Policy.

Friendly Space Policies specify a set of guidelines that attendees must follow to promote harassment-free experiences at events.

This means that when engaging in discussions, all participants are expected to consider context and background, cultural differences, experience, support, and impact.

Generally, the policy prohibits offensive verbal comments related to:

- Race
- National origin or descent
- Citizenship
- Gender
- Gender identity or expression
- Sexual orientation
- Age
- Body size or type
- Disability
- Religious or political beliefs

The policy also prohibits behaviors such as:

- Offensive or disparaging comments
- Unwanted or inappropriate physical contact
- Violence or threats thereof
- Deliberate intimidation, bullying or personal attacks
- Stalking
- Recording without explicit permission
- Outing or doxxing
- Publishing of private communication
- Sustained general disruption

If you witness something you believe goes against the Friendly Space Policy, there are a few courses of action you can take.

These depend on the severity of the incident. Your first point of contact should be the event coordinators—it's their job to help deal with Friendly Space Policy violations when they emerge. They can help you figure out the next steps towards addressing the issue.



You may be able to help diffuse some situations yourself.

For example, if you notice someone continually interrupting someone else, politely ask them to allow the other person to finish their thought. If you see someone is uncomfortable during a discussion, try to tactfully change the subject.

These steps may appear small, but they can be significant. If you are comfortable standing up for others in situations like this, it can diffuse potential conflict before it starts.