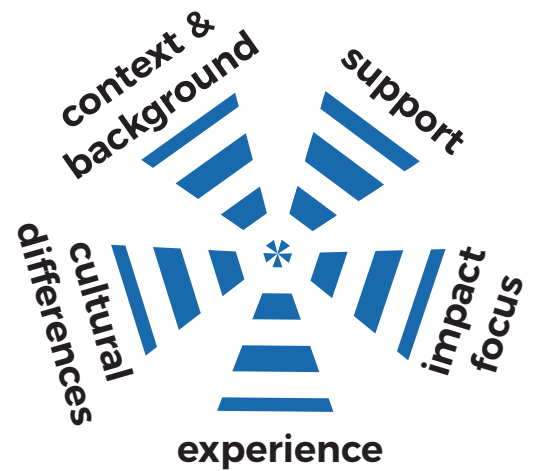


FRIENDLY SPACE POLICY

The Wikimedia Conference has a Friendly Space Policy. This means that when engaging in discussions, **all participants are expected to consider:**

- context and background
- cultural differences
- experience
- support
- impact focus



There will be **zero tolerance in regards to harassment of all kinds**, including but not limited to:

- offensive/disparaging comments
- unwanted or inappropriate physical touching
- 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

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TOLERANCE

Any of these acts may qualify as harassment, in relation to or in the context of:

- race
- national origin, descent or citizenship
- gender, gender identity or gender presentation
- sexual orientation
- age
- body size or type
- disability
- religious or political beliefs



Any participants engaging in the above may be removed from the event.

Full Friendly Space policy can be found at:

https://meta.wikimedia.org/wiki/Wikimedia_Conference_2017/Friendly_space_policy



If you witness or experience harassment incidents, please reach out to any of the following:

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