Agile on the Beach Ltd. (AOTB, we, us, the Company) Code of conduct
UPDATED MARCH 2022

We believe that everyone involved in or attending Agile on the Beach has the equal right to be treated fairly and as an individual, and we expect everyone to behave with respect and courtesy to all irrespective of their role or circumstances.

To enable everyone to engage with Agile on the Beach we have signed up to the Berlin Code of Conduct https://berlincodeofconduct.org.

This is replicated below for ease of access plus some more detailed notes on matters not covered by the Berlin Code.

Accessible
We ask all delegates, sponsors and speakers to inform us of any specific individual needs (e.g. physical access, information formats, dietary requirements, medical allergies or faith needs) and we will do our best to accommodate those needs.

We have conference information available in a variety of formats.

Safe
We seek to create a conference environment in which all can participate fully and safely.

We evaluate the physical safety of the conference including social events via our risk assessment, the key points of which are included in the opening of each conference day. This includes any guidance or legal requirements relating to pandemics or other major health risk.

We provide sufficient First Aid cover at all conference sites.

All accidents and incidents are recorded via the Conference Office.

The designated responsible person for Health & Safety is the Event Manager.

We expect all stakeholders to take responsibility for themselves and to co-operate with the conference team in creating a safe environment.

Responding to issues

We always work to ensure that there are no issues regarding this code of conduct, however if you see or experience a contravention of this code, please contact a member of the Conference Team immediately. Where appropriate, the issue will be investigated by the Agile on the Beach committee and formal response(s) given.

The Conference Team are the Community Organiser as defined under the Berlin Code.

A Code of Conduct

The BERLIN CODE as at March 2022:

A primary goal of all the conferences and user groups that refer to this Code of Conduct is to be inclusive to the largest number of contributors, with the most varied and diverse backgrounds possible. As such, we are committed to providing a friendly, safe and welcoming environment for all, regardless of gender, sexual orientation, ability, ethnicity, socioeconomic status and religion (or lack thereof).

This Code of Conduct outlines our expectations for all those who participate in our community, as well as the consequences for unacceptable behaviour. We invite all those who participate in our events to help us create safe and positive experiences for everyone.

Open [Source/Culture/Tech] Citizenship

A supplemental goal of this Code of Conduct is to increase open [source/culture/tech] citizenship 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 Behaviour

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 behaviour 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 Behaviour

Unacceptable behaviours include: intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech or actions by any participant in our community online, at all related events and in one-on-one communications carried out in the context of community business. Community event venues may be shared with members of the public; please be respectful to all patrons of these locations.

Harassment includes: harmful or prejudicial verbal or written comments related to gender, sexual orientation, race, religion, disability; inappropriate use of nudity and/or sexual images (including presentation slides); inappropriate depictions of violence (including presentation slides); 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 Behaviour

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

If a community member engages in unacceptable behaviour, the community organisers 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 You Witness or Are Subject to Unacceptable Behaviour

If you are subject to or witness unacceptable behaviour, or have any other concerns, please notify a community organiser as soon as possible. You can find a list of organisers to contact for each of the supporters of this code of conduct at the bottom of this page. Additionally, community organisers are available to help community members engage with local law enforcement or to otherwise help those experiencing unacceptable behaviour feel safe. In the context of in-person

events, organisers will also provide escorts as desired by the person experiencing distress.

Addressing Grievances

If you feel you have been falsely or unfairly accused of violating this Code of Conduct, you should notify one of the event organisers with a concise description of your grievance. Your grievance will be handled in accordance with our existing governing policies.

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.

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