



## Code of Conduct

### General Code

UX Research and Strategy (UXRS) is dedicated to providing a safe, collaborative, inclusive, and harassment-free experience for everyone, regardless of gender, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, or religion. We do not tolerate harassment in any form.

- All community members, participants, speakers, sponsors, and volunteers attending a UXRS event and/or interacting in any social media channels, including Slack, are required to agree with the following code of conduct.
- Anyone violating these rules will be expelled from UXRS events without a refund, and removed from UXRS social media and communication channels at the discretion of the UXRS Board.
- If you are being harassed, notice that someone else is being harassed, or have any other concern, even if it seems inconsequential, please contact the UXRS Board immediately via email at [ux.research.and.strategy@gmail.com](mailto:ux.research.and.strategy@gmail.com).

### Behaviors that we don't allow:

- Negative or offensive content and/or behaviors based on gender, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, political affiliation, socioeconomic status or background, or mental illness.
- Touching people without their affirmative consent, and/or after a request to stop.
- Consistent and/or sustained disruption of meetings, talks, or discussions.
- Microaggressions: content and/or behaviors, either intentional or unintentional, that marginalize people by communicating hostile, derogatory, or negative beliefs.
- Retaliating against anyone who complains that someone has violated these guidelines.

## Things that keep our events and spaces welcoming, respectful, fun, and friendly to all:

- Be kind and empathetic
- Assume positive intent
- Be inclusive of others
- Ask questions and seek to understand
- Encourage positive behavior in others

## Credits

This code of conduct is based on Annalee Flower Horne's [Sample Slack Code of Conduct](#), which is in turn based on Geek Feminism's [Community Anti-Harassment Policy](#). We have adapted the Sample Slack Code of Conduct for our own use under the terms of the [Creative Commons Attribution License](#).