Code of Conduct

PyCon Sweden is a community conference intended for networking and collaboration in the developer community.

PyCon Sweden aims to be a welcoming event, where people meet in a friendly environment. Accordingly, we expect that all participants are expected to show respect and courtesy to other participants throughout the conference.

To make clear what is expected, all delegates/attendees, speakers, exhibitors, organizers and volunteers at any PyCon event are required to conform to the following Code of Conduct. Organizers will enforce this code throughout the event.

In short

- PyCon Sweden is dedicated to providing a harassment free conference experience for everyone, regardless of gender, sexual orientation, disability, physical appearance, body size, race, or religion.
    - We do not tolerate harassment of conference participants in any form.
- Sexualized language and imagery is not appropriate for any conference venue, including talks.
- Conference participants violating these rules may be sanctioned or expelled from the conference without a refund at the sole discretion of the conference organizers.

Longer version

Harassment includes offensive verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

Participants asked to stop any harassing behavior are expected to comply immediately. Exhibitors in the expo hall, sponsor or vendor booths, or similar activities are also subject to the anti-harassment policy. In particular, exhibitors should not use sexualized images, activities, or other material. Booth staff (including volunteers) should not use sexualized clothing/uniforms/costumes, or otherwise create a sexualized environment.

Be careful in the words that you choose. Remember that sexist, racist, and other exclusionary jokes can be offensive to those around you. Excessive swearing and offensive jokes are not appropriate for PyCon.

If a participant engages in behavior that violates this code of conduct, the conference organizers may take any action they deem appropriate, including warning the offender or expulsion from the conference with no refund.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of conference staff immediately.

Encouraged behavior

- Be respectful, inclusive, and considerate in all interactions.
- Support fellow attendees in their learning and participation.
- Listen actively and engage thoughtfully with others' ideas and contributions.
- Contribute to a collaborative, safe, and welcoming environment for all.

Inappropriate behavior examples

The following behaviors are considered inappropriate and will not be tolerated at PyCon Sweden:

- **Harassment**: Unwanted comments or actions related to personal characteristics such as gender, race, sexual orientation, disability, body size, or religion.
- **Intimidation, stalking, or following**: Any deliberate actions that make others feel threatened, harassed, or unsafe.
- **Unwanted photography or recording of someone after a person asked you not to do so**: Taking and especially uploading photos online of someone, when they asked you not to do so. Otherwise taking photos, videos and uploading them on social media is allowed.
- **Unwelcome physical contact or sexual attention**: Any form of non-consensual physical interaction or inappropriate advances.
- **Publishing private information**: Sharing someone's personal information, such as their home address, email, or phone number, without explicit permission.
- **Violent threats or language**: Any direct or implied threats of violence or harm towards others.
- **Disruption of events**: Sustained interruptions, inappropriate outbursts, or disruptive

behavior during talks, workshops, or other sessions.

Participants who are asked to stop any inappropriate behavior are expected to comply immediately. Failure to do so may result in further action, including expulsion from the event.

How to report violations and points of contact

If you experience or witness inappropriate behavior, we encourage you to report it immediately. Official reports will be handled via email, please send your report at coc@pycon.se describing the situation. We handle all reports confidentially and will act promptly to ensure the safety of all participants. In case of sensitive issues, multiple contact points, including representatives of different genders, are available to handle your report. In case of conflict of interest, the committee member will not be involved in the handling of the complaint.

Furthermore, during the conference, you are encouraged to approach the CoC committee members to discuss any issues and/or report potential violations. Our Code of Conduct committee members represent different genders, languages, and backgrounds to ensure inclusivity. Please feel free to reach out to the committee member you feel most comfortable speaking with. Alternatively, any volunteer or staff member (easily identified by their organizers badge) can direct you to a member of the Code of Conduct team. Do not hesitate to ask any staff or volunteer , they can point you towards them.

The Code of Conduct committee members are:

- **Aris Nivorlis** (aris@pycon.se)
- **Nikita Churikov** (nikita@pycon.se)
- **Gabriela Moraes** (gabriela@pycon.se)
- **Anastasiia Potekhina (**anastasiia@pycon.se)

We are here to help you feel safe and welcome. If something happens that makes you uncomfortable, please come talk to us—we want to hear from you.

Enforcement mechanisms (how we will react to your report)

We take violations of the Code of Conduct seriously. When a report is received, the following steps will be taken:

- **Acknowledgment of receiving the complaint:** We are a volunteer-based organization and we will do our best to reply as soon as possible. We aim to reply within one week the period close to the conference dates (one month before/after the

conference) and within one month the rest of the year.
- **Initial Review:** The Code of Conduct committee will review the report and may gather further information from the parties involved.
- **Action:** Depending on the severity of the violation, enforcement may include:
  - A verbal or written warning.
  - Temporary or permanent expulsion from the event without a refund.
  - Referral to law enforcement in cases of illegal activity.
- **Follow-Up:** We will maintain open communication with the reporting party and provide updates throughout the investigation.

Consequences of violations

Participants found violating the Code of Conduct may face the following actions:

- **Warning**: An official warning from the event organizers.
- **Expulsion**: Removal from the event without a refund.
- **Reporting**: Legal action may be pursued in cases involving unlawful behavior.

All decisions by the enforcement team are final.

Scope

This Code of Conduct applies to all participants, including attendees, speakers, exhibitors, sponsors, volunteers, and organizers at any official PyCon Sweden event, including:

- In-person spaces: Conference talks, workshops, social events, and networking areas.
- Online spaces: Social media channels, official event hashtags, and any virtual spaces associated with the event.
- Off-site activities: Social gatherings or dinners connected to the event.

Professional Conduct

PyCon Sweden is dedicated to creating a space for professional growth, learning, and collaboration. As such, we expect all business-related activities to align with these values:

- **Marketing and Recruitment:** Business activities, such as marketing or recruitment, must be conducted through official channels, including exhibitor booths or designated networking sessions. Presentations and talks should focus on community-driven topics or Python-related content, rather than promotional or commercial material.
- **Exhibitors and Sponsors:** Exhibitors and sponsors are required to adhere to the anti-harassment policy. Booth displays, materials, and attire must be professional and free from sexualized imagery or language. All content should contribute to a welcoming and respectful environment.

Feedback

We welcome feedback on our Code of Conduct and all other aspects of PyCon Sweden. Your input helps us maintain a positive and inclusive environment for everyone. You can send your feedback to coc@pycon.se or with one of our Code of Conduct committee members either online or in-person. Thank you for your contribution to making PyCon Sweden a safe, welcoming, and enriching experience for all.

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