



Anti-Harassment Policy

The Edcamp Community by Digital Promise (“Edcamp Community”) provides technical support and guidance to organizers (“**Organizers**”) of Edcamp Community-sponsored events (collectively, the “**Event(s)**”) across the country and internationally. The Edcamp Community does not condone any form of harassment by any of its Organizers, or by Edcamp attendees or participants (collectively, the “**Participants**”), as explained in this anti-harassment policy (the “**Policy**”). Any individuals organizing Edcamp Community-sponsored events (i.e., Organizers) must agree to abide by this Policy. The Edcamp Community encourages all Participants to follow the Policy, and, as outlined below, requires Organizers to let the Edcamp Community know of any reported violations of this Policy or behavior that may violate this Policy.

Notice

To help make Participants aware of this Policy and to encourage compliance with this Policy, the Edcamp Community will post this Policy on the Digital Promise website under the Edcamp Community Initiative. ***Edcamp event Organizers must post on their websites the following statement and provide a link to the Policy posted on the Digital Promise website under the Edcamp Community Initiative:***

- The Edcamp Community and Edcamp [insert name, e.g., Boston] are dedicated to providing a harassment-free experience for everyone, regardless of religion, gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, or age. The Edcamp Community does not tolerate harassment or bullying in any form of anyone at an Edcamp or at any events sponsored by the Edcamp Community. At the discretion of the Organizers, Participants violating these rules may be asked by Organizers to leave an Edcamp event; and at the discretion of the Edcamp Community, Organizers who violate this Policy may be precluded from hosting and organizing future Edcamp events. Our anti-harassment policy can be found at: <https://digitalpromise.org/edcamp/anti-harassment-policy>

Additionally, ***all emails, press releases, and other public communications must contain the following statement without alteration or abbreviation:***

- The Edcamp Community and the Edcamp [insert name, e.g., Boston] are dedicated to a harassment-free experience for everyone. The Edcamp Community’s Anti-Harassment Policy can be found at: <https://digitalpromise.org/edcamp/anti-harassment-policy>



Harassment Defined

The Edcamp Community is dedicated to providing a harassment-free Edcamp experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age or religion.

Harassment or bullying can take the form of a number of different behaviors, including persistent comments, actions, jokes or suggestions, which are unwanted by the recipient and create an intimidating environment. Other forms of harassment or bullying may include, but are not limited to:

- Posting of sexual images in public spaces, or via electronic communication;
- Deliberate intimidation, stalking, or following;
- Harassing photography or recording;
- Sustained disruption of talks or other events;
- Inappropriate physical contact, sexual or otherwise;
- Unwelcome sexual attention or request for sexual favors;
- Express/implied threat of dismissal/loss of promotion on racial grounds or for refusal of sexual favors;
- Offensive language or gestures, gossip or slander;
- Persistent undermining of confidence, competence, and self-esteem;
- Failing to acknowledge the rights or needs of people with different views or practices;
- Undignified treatment or exclusion of people with disabilities or on the grounds of gender, age, sexual orientation or race; or
- Advocating for, or encouraging, any of the above behavior.

Making Reports

If someone makes you or any other Participant(s) feel unsafe or unwelcome at an Edcamp Community-sponsored event, please report the incident in one of the ways outlined below, as soon as possible.

- If the Offender is a Participant, report the incident to the Edcamp event Organizer. The Edcamp event Organizer must create a written report and send a copy of this incident report to the Edcamp Community Program Director, amodica@digitalpromise.org.
- If the Offender is the Edcamp event Organizer, report the incident directly to the Edcamp Community Program Director, amodica@digitalpromise.org.

When taking a report, Organizers must make efforts to ensure that you are safe and cannot be overheard. They may involve other Edcamp event staff to ensure your report is managed properly. Once you are safe, Organizers will ask you to recount what happened. This process



can be upsetting, but Organizers will use all efforts to treat you, and the situation, as respectfully as possible. You may also feel more comfortable if you have someone with you to support you. The Organizers will not ask you to confront anyone, and will also make efforts to keep your information confidential.

Organizers will be happy to help you contact local law enforcement, local support services, to provide escorts, or otherwise assist you to feel safe.

Organizers must report all incidents to the Edcamp Community either during, or immediately following, the Edcamp event and provide follow up regarding how the reported concern was handled.

Taking Reports

It is an Organizer's responsibility to at least try to take a report of all harassment incidents at an Edcamp event.

When taking a report from someone who witnessed or experienced harassment (the "Reporter"), Organizers should record the Reporter's experience, including all elements of a report, as described above, and reassure the Reporter that he or she is being taken seriously. However, Organizers should avoid making specific promises about what actions the Organizers, or the Edcamp Community will take. Organizers are not agents of the Edcamp Community and cannot speak on behalf of the Edcamp Community. Organizers should ask for any other information if the Reporter has not volunteered it (such as time, place), but should not pressure the Reporter to provide it if he or she is reluctant. Even if the Reporter cannot provide important details, Organizers should still record the incident. If the Reporter desires it, Organizers may arrange for an escort by an Edcamp Organizer or another Participant or trusted individual, may contact a friend of the Reporter, and/or contact local law enforcement. Organizers should not pressure the Reporter to take any action if he or she does not want to take action. Organizers should respect the Reporter's privacy by not unnecessarily sharing details with others, especially individuals who were not involved with the situation or with non-Organizers.

Organizers must report all incidents in writing to the Edcamp Community, with a report on how the incident was investigated and resolved, even if a report is incomplete or lacks important details.

Enforcement

A Participant who is asked to stop any harassing behavior must comply immediately with the request.



If a Participant engages in harassing behavior, Organizers retain the right to take any action(s) to ensure that the Edcamp event remains a welcoming environment for all Participants. This includes, but is not limited to, warning the offender (the “Offender”), expelling the Offender from the Edcamp event, and/or preventing future attendance by the Offender at any Edcamp event. The Edcamp Community retains the right to take any action(s) to ensure that Organizers comply with this Policy.

Edcamp Organizers may take action that they believe is appropriate and consistent with this Policy, including, but not limited to, issuing warnings, expelling individuals from the Edcamp event, or prohibiting future attendance at Edcamp events. Participants concerned about the conduct of Organizers are encouraged to report concerns directly to the Edcamp Community. The Edcamp Community is simply a sponsor of the Edcamp event; however, if the Edcamp Community receives a report of a concern, it may take action that it, in its sole discretion, believes is appropriate, including, but not limited to prohibiting future attendance at events hosted by the Edcamp Community, or prohibiting certain individuals from organizing Edcamp Community-sponsored events in the future. Because situations and interpretations vary, the Edcamp Community also reserves the right not to take any action. Under no circumstances will the Edcamp Community be liable in any way for any of the Organizers’ or Participants’ actions or non-actions.

Warnings

Any Participant can issue an oral warning to an Offender that his or her behavior violates this Policy. The Participant should make a report of the warning to the Edcamp event Organizer as soon as practical, preferably in writing.

The report should include:

- Name or description of the Offender;
- The time the Participant issued the warning;
- A description of the offending behavior;
- The approximate time of the violating behavior (if different than the time of warning);
- The circumstances surrounding the incident;
- The Participant’s name (if not anonymous); and
- Any other people or witnesses involved in the incident.

Session Interruptions

Sessions should not be stopped for one-time gaffes or minor problems, although Organizers should try to speak to those involved afterward. That said, Organizers should take immediate action if necessary to politely and calmly stop any session in which an Offender repeatedly or seriously violates this Policy. For example, an Organizer (or a Participant, if an Organizer is not



present) may simply say: "I'm sorry, this session cannot be continued at the present time," without any further explanation. A written report should be made promptly thereafter.

Expulsion

The Organizers may decide to expel a Participant from an Edcamp event for whatever reasons they deem sufficient if the Participant has violated this Policy. However, here are some general guidelines re the grounds for when a Participant should be expelled:

- Any offense resulting in a warning from Organizers;
- Continuing to harass after any "No" or "Stop" instruction;
- A pattern of harassing behavior, whether with or without warnings;
- A single serious offense (e.g., punching or groping someone); or
- A single obviously intentional offense (e.g., taking up-skirt photos).

Public statements

As a general rule, Organizers should not make any public statements about any harassment, or any actual or potential responses to the same, during or after the Edcamp event.

Gratitude

This Policy is based on the example policy from the Geek Feminism wiki, created by the Ada Initiative and other volunteers. Many thanks for developing a template! And many thanks to all who attend Edcamp events for your help enforcing this Policy!