



# Hemp University

## Code of Conduct

**This policy is a “living” document, and subject to expansion in the future.  
Last updated October 2019**

Everyone participating in the Hemp Inc. Hemp University community is required to agree to the following Code of Conduct. This includes all competitors, attendees, speakers, partners, volunteers, and staff.

Hemp University is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, mental illness, neurotype, technology choices, physical appearance, body, age, race, ethnicity, nationality, language or religion. We do not tolerate harassment of participants in any form.

Anyone who violates this Code of Conduct may be sanctioned or expelled from these spaces at the discretion of the Hemp University organizers.

## DEFINITIONS

### Harassment includes, but is not limited to:

- Offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, neurotype, physical appearance, body, age, race, ethnicity, nationality, language, or religion
- Unwelcome comments regarding a person’s lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment
- Deliberate misgendering or use of ‘dead’ or rejected names
- Gratuitous or off-topic sexual behaviour in spaces where they’re not appropriate
- Physical contact and stimulated physical contact (eg. textual descriptions like “hug” or “backrub”) without consent or after a request to stop
- Unwelcome sexual attention

- Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others
- Continued one-on-one communication after requests to cease
- Threats of violence
- Incitement of violence towards any individual, including encouraging a person to commit suicide or engage in self-harm
- Deliberate intimidation
- Stalking or following
- Harassing photography or recording, including logging online activity for harassment purposes
- Sustained disruption of discussion

**Hemp University prioritizes marginalized people's safety over privileged people's comfort. Hemp University reserves the right not to act on complaints regarding:**

- 'Reverse'-isms, including 'reverse racism,' 'reverse sexism,' and 'cisphobia'
- Reasonable communication of boundaries, such as "leave me alone," "go away," or "I'm not discussing this with you."
- Communicating in a 'tone' you don't find congenial
- Criticizing racist, sexist, cissexist, or otherwise oppressive behavior or assumptions

## **CONSEQUENCES**

Participants asked to stop any harassing behavior are expected to comply immediately.

If a participant engages in harassing behavior, Hemp University may take any action we deem appropriate, up to and including expulsion from all Hemp University spaces and identification of the participant as a harasser to other Hemp University community members or the general public, ticket nonrefundable.

Sponsors are also subject to the anti-harassment policy. In particular, sponsors should not use sexualised images, activities, or other material. Booth staff (including volunteers) should not use sexualised clothing/uniforms/costumes, or otherwise to create a sexualised environment. Those in violation will be asked to leave the conference, sponsorship nonrefundable.

## **REPORTING AND ENFORCEMENT**

If you are being harassed by a member of the Hemp University community, notice that someone else is being harassed, or have any other concerns please contact us immediately via email at [HempU@hempinc.com](mailto:HempU@hempinc.com).

## Event

Please contact any member of our production, volunteer or security teams. Our team can be identified by their “Staff” badges, and will be trained in how to address and report incidents that attendees bring to their attention.

## Online

Please contact [HempU@hempinc.com](mailto:HempU@hempinc.com).

If the person who is harassing you is a member of staff, they will recuse themselves from handling your incident.

All reports will be handled in the strictest of confidence. We will respond as promptly as we can.

## Anonymous

If you prefer to submit an anonymous code of conduct question or report, you are welcome to use [this form](#).

## THANKS

This policy was based very closely on the Cultivation Classic Code of Conduct, for which they have credited the following parties - largely from the online technology communities who have been leading the resistance of harassment in all forms for many years:

[XOXO Festival](#)

[Geek Feminism](#)

[JSConf AU](#)

[Django](#)

[Ashe Dryden](#)

[Karolina Szczur](#)

The Geek Feminism policy is based on several other policies, including the Ohio LinuxFest anti-harassment policy, written by Moose Finklestein and Beth Lynn Eicher, and the Con Anti-Harassment Project. Mary Gardiner, Valerie Aurora, Sarah Smith, and Donna Benjamin generalized the policies and added supporting material. Many members of LinuxChix, Geek Feminism and other groups contributed to this work.

We encourage other events to adopt (and enforce) similar policies by using and remixing ours.