

# Domopalooza 2022 Attendee Code of Conduct

## 1. PURPOSE

Domo is committed to providing a friendly, safe and welcoming environment for all, regardless of gender, sexual orientation, disability, ethnicity, or religion. This code of conduct outlines our expectations for participant behavior. Domo invites all sponsors, volunteers, speakers, attendees, vendors, and other participants to help us realize a safe and positive conference experience for everyone.

## 2. SCOPE

Conference participants (sponsors, volunteers, speakers, attendees, vendors, and other guests) will abide by this code of conduct at all conference venues and conference-related social events.

## 3. EXPECTED BEHAVIOR

- **Be welcoming.** Domopalooza is an all-inclusive environment with people from different backgrounds and points of view. Everyone should feel welcome regardless of their accomplishments, prominence, success, knowledge, or years of experience.
- **Be respectful, considerate and collaborative.** Personal differences are no excuse for poor behavior, bad manners or personal attacks. It's important to remember that an environment where people feel uncomfortable or threatened is not a productive one. Help us make this a diverse conference where people can collaborate and share ideas without fear of backlash or ridicule.
- **Be careful with the words that you choose.** We are professionals, and we conduct ourselves professionally. Be kind to others. Do not insult or put down others. Harassment and other exclusionary behaviors in any form aren't acceptable, including, but not limited to: (i) violent threats or language directed against another person, (ii) sexist, racist, or otherwise discriminatory jokes and language, (iii) inappropriate use of nudity, sexual images, and/or sexual innuendo (including presentation slides), (iv) strong or excessive profanity, (v) deliberate intimidation, stalking or following, (vi) harassing photography or recording, (vii) sustained disruption of talks or other events, (viii) personal insults, especially those using racist or sexist terms and , (ix) inappropriate physical contact or unwelcome sexual attention, (x) advocating for, or encouraging, any of the above behavior, and (xi) repeated harassment of others. In general, if someone asks you to stop, then stop.
- **When we disagree, try to understand why.** Disagreements happen, and it is important that we resolve differing views constructively. The strength of Domopalooza comes from its attendees with a wide range of backgrounds. Different people have different perspectives., and we should seek to understand attendees who hold perspectives different from our own.

#### **4. CONSEQUENCES OF UNACCEPTABLE BEHAVIOR**

Unacceptable behavior by attendees, organizers, speakers, volunteers, venue staff, sponsors, or other patrons of Domopalooza will not be tolerated. Anyone asked to stop unacceptable behavior is expected to comply immediately. If anyone engages in unacceptable behavior, Domo may take any action deemed appropriate, including expulsion from Domopalooza, without warning or refund, and the possibly of exclusion from future Domo events.

#### **5. WHAT TO DO IF YOU WITNESS OR ARE SUBJECT TO UNACCEPTABLE BEHAVIOR**

If you are or someone else is being subject to unacceptable behavior, or you encounter something that makes you uncomfortable, contact a member of Domopalooza staff as soon as possible. Contact information for the Domopalooza staff will be shared with all participants prior to the conference. We will make every effort to handle concerns as respectfully, privately, and confidentially as possible.

Domopalooza staff will be happy to help participants contact venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the event. We value your attendance.