okthink

Code of conduct

okthink events are for everyone who wants to be there. This is what we expect of each other, and what to do when something goes wrong.

The short version

Our events are free of harassment for everyone, whatever your gender, gender identity and expression, age, sexual orientation, disability, appearance, body size, race, ethnicity, nationality, immigration status, religion, or choice of technology. We do not tolerate harassment in any form.

Sexual language and imagery are not appropriate anywhere at an okthink event: not in a talk, not on a slide, not at the bar afterwards, and not in the event chat. Anyone we ask to stop is expected to stop at once, and we can ask anyone to leave.

Who it covers

Everyone at the event: guests, speakers, sponsors, volunteers, photographers, venue staff, and us. It applies at the venue, wherever the evening carries on afterwards, and in the places the event is organized online, including Luma and any group chat we run. Registering for an okthink event means agreeing to it.

What is not acceptable

Harassment includes, and is not limited to:

- Offensive comments about any of the characteristics above.
- Sexual images, language, or jokes in a public space, a talk, or a slide.
- Deliberate intimidation, stalking, or following someone.
- Photographing, filming, or recording someone who has asked you not to.
- Sustained disruption of a talk or a conversation.
- Unwanted physical contact.
- Unwelcome sexual attention, including after a first no.
- Encouraging or defending any of the above.

Disagreeing about tools, languages, models, or how anyone builds software is not harassment. Making someone feel unwelcome for their answer is.

Photography and recording

We photograph our events and publish some of the photographs: on okthink.ai, in our own posts, and in material for later events. Talks are photographed and may be filmed. The photographs are taken by okthink or by someone shooting for us, and we hold them. We do not sell them, and we do not hand them to sponsors for their own use.

If you would rather not appear, tell an organizer or write to us. You can say so before the event, during it, or afterwards, and we will not publish a photograph you can be recognized in. We would rather promise that than promise never to point a camera your way, because in a full room the second is not a promise anyone can keep.

Before we use a photograph of you on its own, rather than as one face in the room, we will ask you first. If you appear in something already published and want it down, write to info@okthink.ai and we will remove it from anything we control.

Sponsors

Sponsors are held to this code like everyone else. No sexualized imagery in materials, on a table, or on screen, and nobody staffing a table should be dressed, or asked to behave, in a way that creates a sexualized environment.

Telling us

If you are harassed, see someone else being harassed, or anything here worries you, tell us. At the event, find an organizer: we say who we are from the front at the start of the night, and you can ask anyone on the okthink team.

You can also write to info@okthink.ai, in English or in Spanish, during the event or long after it. Tell us what happened, where and when, who was involved, and whether anyone else saw it. You do not need all of that to write to us.

We keep reports confidential. We will not give your name to the person you are reporting without asking you first, and you will not have to tell the story to a queue of people.

What we will do

We will listen, and we will take it seriously. If you want it, we can walk you out, stay with you, call you a taxi, help you reach the venue's security, or call the emergency services — 911 in Mexico.

What follows depends on what happened. It may be a quiet word, a formal warning, being asked to leave, or not being welcome at okthink events again. Being asked to leave is without a refund, and so is being turned away at the door. The decision is ours, and we would rather act early than leave someone to put up with it.

Adapted from the Conference Code of Conduct, under a Creative Commons Attribution 3.0 license — the same baseline Agent Conf and App.js Conf build on.