

## Failover Conf Code of Conduct

Gremlin, Inc. is dedicated to providing a safe and harassment-free experience for everyone participating in our events. To that end, speakers, partners, staff and all other attendees participating in events organized by Gremlin, Inc (Failover Conf, Chaos Conf, MeetUps, user groups) or held at Gremlin, Inc facilities are subject to these Community Guidelines and Code of Conduct.

We ask you to be considerate of others and behave professionally and respectfully to all other participants. Remember that sexual language and imagery is not appropriate for any event venue, including virtual events. Participants violating these rules may be sanctioned or expelled from the event at the discretion of the organizers or Gremlin, Inc staff members.

Harassment includes offensive verbal comments related to gender, gender identity or expression, 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.

If a participant engages in harassing behavior, the event organizers may take any action they deem appropriate, including warning the offender or expulsion from the event. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of the event staff immediately by messaging @conduct-violations in the Failover Conf Slack channel ([failoverconf.slack.com](https://failoverconf.slack.com)).

Event staff will address participant concerns promptly and confidentially. We strongly encourage you to communicate your concerns privately by messaging @conduct-violations in the Failover Conf Slack channel ([failoverconf.slack.com](https://failoverconf.slack.com)). We encourage you to avoid disclosing information about the incident until the staff has had sufficient time in which to address the situation. Please also keep in mind that public shaming can be counterproductive to building a strong community. We do not condone nor participate in such actions.

We value your attendance. We expect all participants to follow these rules at all event venues and related social events.

## Failover Conf Partner Code of Conduct

Gremlin, Inc. is dedicated to providing a safe and harassment-free experience for everyone participating in our events. To that end, speakers, partners, staff and all other attendees participating in events organized by Gremlin, Inc (Failover Conf, Chaos Conf, MeetUps, user groups) or held at Gremlin, Inc facilities are subject to these Community Guidelines and Code of Conduct.

To avoid soliciting and spamming attendees during the event, staff from Partner companies are strictly limited to participating in the #tools channel within the Failover Conf Slack (failoverconf.slack.com). Partners may not advertise or spam the #tools channel or any other channel in the Failover Conf Slack. Within the #tools channel, Partners are permitted to discuss their product with attendees who express interest. Partners are encouraged to move conversations to direct messages if and only if the participant agrees to do so.

We ask you to be considerate of others and behave professionally and respectfully to all other participants. Remember that sexual language and imagery is not appropriate for any event venue, including virtual events. Participants violating these rules may be sanctioned or expelled from the event without a refund at the discretion of the organizers or Gremlin, Inc staff members.

Harassment includes offensive verbal comments related to gender, gender identity or expression, 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.

If a participant engages in harassing behavior, the event organizers may take any action they deem appropriate, including warning the offender or expulsion from the event 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 the event staff immediately by messaging @conduct-violations in the Failover Conf Slack channel (failoverconf.slack.com).

Event staff will address participant concerns promptly and confidentially. We strongly encourage you to communicate your concerns privately by messaging @conduct-violations in the Failover Conf Slack channel (failoverconf.slack.com) with any of our staff members overseeing the event. We encourage you to avoid disclosing information about the incident until the staff has had sufficient time in which to address the situation. Please also keep in mind that public shaming can be counterproductive to building a strong community. We do not condone nor participate in such actions.

We value your attendance. We expect all participants to follow these rules at all event venues and related social events.

## Failover Conf Diversity & Inclusion

Our goal is to create an inclusive, respectful conference environment that invites participation from people of all races, ethnicities, genders, ages, abilities, religions, and sexual orientation.

We're actively seeking to increase the diversity of our attendees, speakers, and partners through our calls for proposals, other open submission processes, and through dialogue with the larger communities we serve. This is an ongoing process. We talk to various innovators, experts, and organizations about this goal and about ways they can help us achieve it. Here are some ways you can help us build a more diverse conference experience:

- Recommend appropriate speakers and/or program committee members to the conference chairs (see <https://failoverconf.io/> for program information; you may also send an email to [events@gremlin.com](mailto:events@gremlin.com))
- Forward our call for proposals to relevant affinity groups with the message that we are looking for a diverse speaker roster. (FailoverConf CFP closed March 23, 2020. We welcome submissions via email to [events@gremlin.com](mailto:events@gremlin.com) for future programs.)
- Suggest to potential speakers that they submit a proposal during our Call for Participation conference phase. (FailoverConf CFP closed March 23, 2020. We welcome submissions via email to [events@gremlin.com](mailto:events@gremlin.com) for future programs.)
- Organize community-based public speaking trainings and practice events. ([Ignite](#) is one popular format.)
- Suggest ways that the onsite and virtual conference experience could be more welcoming and supportive, free from intimidation and marginalization. Send an email to [events@gremlin.com](mailto:events@gremlin.com).
- Share your ideas and best practices for how we can realize our vision. Send an email to [events@gremlin.com](mailto:events@gremlin.com).

We value diversity in the communities we bring together, and we welcome your contributions to bringing balanced representation of the richness of our collective human experience.

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Last Updated: March 2020