OpenSSL Conference 2025 Code of Conduct

1. Introduction

The OpenSSL Conference 2025 is dedicated to creating a professional, inclusive, and respectful environment for all participants. This Code of Conduct establishes the standards of behavior expected from attendees, speakers, sponsors, and volunteers to ensure a welcoming and harassment-free experience for everyone.

2. Our Commitment

We are committed to fostering a respectful and harassment-free conference experience for everyone, regardless of:

- Age
- Gender identity or expression
- Sexual orientation
- Disability
- Physical appearance
- Body size
- Race or ethnicity
- Nationality
- Religion or lack thereof
- Political affiliation
- Technology choices

3. Expected Behavior

All participants are expected to:

- **Be Respectful:** Treat everyone with courtesy and consideration.

- **Communicate Appropriately:** Use welcoming and inclusive language. Be mindful of your speech and actions.

- **Collaborate:** Encourage a spirit of cooperation and understanding.

- **Respect Privacy:** Obtain permission before sharing photographs or recordings of others.

- **Follow Instructions:** Comply with the directives of conference staff and venue personnel.

- **Participate Authentically:** Contribute positively to discussions and activities.

4. Unacceptable Behavior

The following behaviors are considered unacceptable and will not be tolerated:

- **Harassment:** Includes offensive verbal comments, intimidation, stalking, unwanted photography/recording, sustained disruption, inappropriate physical contact, or unwelcome sexual attention.

- **Discrimination:** Prejudicial treatment based on the protected characteristics listed above.

- **Hate Speech:** Incitement to violence or hatred against individuals or groups.

- **Physical or Verbal Abuse:** Aggressive behavior, threats, or any form of violence.

- **Sexual Harassment:** Unwelcome advances, requests for sexual favors, or inappropriate sexual conduct.

- **Inappropriate Use of Imagery:** Displaying sexualized or violent images in public spaces.

- **Disruption:** Interrupting presentations, events, or activities without appropriate cause.

- **Retaliation:** Any form of retaliation against individuals who report misconduct or participate in an investigation.

5. Reporting Incidents

If you experience or witness unacceptable behavior, please report it immediately:

- **On-Site:** Visit the **Information Desk** and ask for the **Code of Conduct Officer**.

- **Email: conduct@openssl-conference.org**

- **Phone/Text: +45 20899609**

*All reports will be handled with **confidentiality and discretion**.*

6. Investigation Process

Upon receiving a report, the conference organizers will:

- **Acknowledge Receipt:** Confirm that the report has been received.

- **Investigate Promptly:** Conduct a thorough and impartial investigation.

- **Maintain Confidentiality:** Protect the identity of the reporter and any involved parties.

- **Take Appropriate Action:** This may include warnings, expulsion from the conference without refund, or notification of local law enforcement.

7. Consequences of Unacceptable Behavior

Participants asked to stop any unacceptable behavior are expected to comply immediately. Consequences may include:

- **Minor violations** (e.g., inappropriate language, disrespectful behavior) → Warning.

- **Major violations** (e.g., harassment, threats, serious disruptions) → Immediate expulsion.

- **Severe violations** (e.g., physical violence, legal infractions) → Law enforcement involvement.

8. Appeals Process

If you believe you have been unfairly accused or disciplined, you may appeal by contacting **conduct@openssl-conference.org** within seven days of the incident. Appeals will be reviewed by the OpenSSL Conference Organizing Committee within seven days, based on the Code of Conduct guidelines and all available evidence. The committee's decision will be final.

9. Scope

This Code of Conduct applies to all conference-related activities, including:

- Conference sessions and workshops

- Social events and networking gatherings

- Online forums and social media interactions related to the conference

- Communications via conference-provided channels, such as email and messaging platforms

10. Social Media Policy

We encourage respectful and constructive engagement on social media. Please:

- **Be Mindful:** Respect the privacy and preferences of others when sharing content.

- **Avoid Harassment:** Do not use social media to harass or demean others.

- **Use Hashtags Responsibly:** When using conference-related hashtags, ensure your content aligns with this Code of Conduct.

- **Do Not Misrepresent:** When engaging on social media about the conference, do not misrepresent discussions, sessions, or individuals. Ensure that shared content aligns with the values of inclusivity and professionalism.

11. Inclusivity and Accessibility

We strive to make the conference accessible to all participants. If you have any specific needs or require accommodations, please contact us at **conduct@openssl-conference.org**.

12. Anti-Retaliation Policy

We will not tolerate any form of retaliation against individuals who report misconduct or participate in investigations. Any participant engaging in retaliatory behavior will face consequences as outlined above.

13. Acknowledgment

By attending the OpenSSL Conference 2025, you agree to abide by this Code of Conduct. We appreciate your cooperation in creating a safe and enjoyable experience for everyone.

14. Contact Information

Email: conduct@openssl-conference.org

Phone: +45 20899609

Together, let's make OpenSSL Conference 2025 a respectful, inclusive, and enriching experience for all.

Note: This Code of Conduct is subject to updates. Please refer to the conference website for the most current version.