PDXWIT

Portland Women in Tech

Code of Conduct

Be respectful, kind and straightforward.

PDXWIT is a community of people in tech in the Portland area and as expected, mostly women. We want to be always welcoming to anyone who wishes to be involved. We come together at technical talks, workshops, and networking events to learn, share, and support one another as part of the tech industry.

This Code of Conduct exists to keep that community a place where everyone feels safe, respected, and genuinely glad they showed up. It comes down to three things: **be respectful, be kind, and be straightforward.** Everything below is just detail on what that looks like in practice.

By taking part in a PDXWIT event or space, you agree to follow it.

Who and where this applies to

This applies to everyone who takes part in PDXWIT, no matter if you are members, guests, organizers, volunteers, speakers, and sponsors alike.

It covers all our spaces, in person and online: meetups, workshops, networking events, our Slack/Discord server, our Meetup group, and any other PDXWIT channel or gathering. The same standards hold whether you're on stage, in the room, or typing in a thread.

What we expect from each other

Be respectful. Treat people as you'd want to be treated. Listen, make room for voices that aren't usually heard, and assume good intent. You'll meet people across every level of experience, background, and identity and that mix is the whole point.

Be kind. A little warmth goes a long way. Welcome newcomers, introduce people to each other, and remember that someone walking into a room of strangers is being brave. Offer help freely and accept it graciously.

Be straightforward. Say what you mean, honestly and without games. Give feedback directly and generously. If you disagree, do it on the merits and with goodwill. Your directness and kindness are not opposites.

Respect boundaries. Not everyone wants a hug, a photo, a business-card pitch, or to keep talking. "No" is a complete sentence, and "I need to step away" is always fine.

What we won't tolerate

We keep this part plain so there's no confusion. The following are not welcome at PDXWIT, in any space:

- Harassment of any kind, including unwelcome comments or jokes about gender, gender identity or expression, sexual orientation, race, ethnicity, religion, age, disability, body size, or appearance.
- Sexual language, imagery, or unwelcome sexual attention or advances.
- Intimidation, bullying, stalking, or following someone, both physically and online.
- Deliberate misgendering or use of the wrong name once you've been corrected.
- Insults, personal attacks, or demeaning language, including in the name of "honesty" or "just joking."
- Taking or sharing photos or recordings of someone who's asked you not to.
- Sustained disruption of talks, events, or conversations.
- Using our events purely as a captive audience for hard sales, recruiting spam, or self-promotion after being asked to stop.
- Encouraging or excusing any of the above.

Harassment doesn't have to be "intended" to count. If someone tells you you're making them uncomfortable and asks you to stop, stop.

If something goes wrong

If you experience or witness behavior that crosses the line, or anything that just makes you feel unsafe or unwelcome, please tell an organizer. You won't be making a fuss. Helping us know is exactly the right thing to do.

You can reach us by:

- **At an event:** find any PDXWIT organizer or volunteer in person, identified on the meetup site or at the event.
- **Anytime:** email the owner of the PDXWIT meetup at dbakevlar@gmail.com or message an organizer directly on Meetup to let them know what occurred.

We'll listen, take you seriously, and keep your report as private as we reasonably can. You can report on behalf of someone else, and you're welcome to bring a friend for support.

What happens next

When we receive a report, organizers will investigate it promptly and respond in a way that fits the situation. Depending on what happened, that may mean a private conversation, a request to change

behavior, asking someone to leave an event, or removing them from PDXWIT spaces, either temporarily or permanently.

Our priority is the safety and comfort of the people affected. Organizers have full discretion to act on that, including asking anyone to leave at any time.

A note to close

> The vast majority of PDXWIT is people being good to each other — that's why this community has grown the way it has. This document isn't here because we expect the worst; it's here so everyone knows we've got their back, and so the rare problem gets handled well.
>
> Thanks for helping make PDXWIT a place where people in tech can show up as themselves, learn out loud, and build something together.

Questions about this Code of Conduct? Reach out to the Meetup owner, Kellyn Gorman at dbakevlar@gmail.com. We may update it from time to time as our community grows.