

# NormConf Community Outline & Code of Conduct

NormConf is the tech conference about all the stuff that matters in data + ML, but doesn't get the spotlight. This is a place to share stories about everyday data problems and celebrate solutions that actually work. NormConf is meant to facilitate the communication of this knowledge. In order to achieve this, we need to set mutual expectations among conference attendees, speakers, sponsors, volunteers, media, and the broader community.

## **Community**

The heart of NormConf is its community, and what is a community without a gathering place? This year, that gathering place is the NormConf community Slack. For two weeks the NormConf Slack will be available as part of the conference to the tech community to facilitate dialogue and engage with like-minded individuals.

## **What NormConf Should Be:**

A casual, positive, collaborative space for devs, engineers, researchers and scientists who work with data to engage in the content being shared by our speakers and to engage with each other.

## **What NormConf Shouldn't Be:**

Unprofessional, exclusionary, or hostile.

## **The Rules: Language, Behavior, and Communication**

NormConf attendees come from all over the globe. We believe that the diversity of place and persons will only serve to enhance the experience of the conference. There is therefore no one correct way to communicate at NormConf. There are, however, just a few ways *not* to communicate in any NormConf-affiliated spaces.<sup>1</sup> Here are a few of them:

- No use of discriminatory language.
- No use of sexualized language.
- No spamming, trolling, or otherwise disruptive behavior.
- No @-mentioning everyone in a Slack channel or abuse of the community technology.
- No threatening or harassing behavior or communication. This includes but is not limited to: repeatedly contacting individuals who have said to stop; releasing sensitive information about individuals (also known as “doxxing”); any form of direct or indirect bullying of any other conference attendee.
- No vending in community channels outside of #show-normconf.

If evidence is reported of an extreme violation of the NormConf Code of Conduct outside NormConf-affiliated spaces during the conference which has had an adverse impact upon attendees, admins reserve the right to review these violations and moderate accordingly.

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<sup>1</sup> NormConf-affiliated spaces include session livestreams, NormConf Slack channels, NormConf Twitter threads, and other spaces created by the conference organizers for conference use.

## Enforcement

Enforcement of the NormConf Code of Conduct will be performed by conference operators, official volunteers, and moderators (jointly referred to as Conference “**Admins**”). *Any decisions by an admin or admins to warn, mute, or eject conference-goers for the breaking of the NormConf Code of Conduct rules in spirit or fact is non-negotiable and not subject to appeal.*

## The Role of Moderators (Mods)

Each channel within the community will serve the purpose of facilitating specific types of conversations. To ensure this, NormConf organizers and volunteers will be assigned specific channels to monitor as “**Mods**”.

Mods have the primary role of ensuring that the NormConf Code of Conduct is being followed in spirit and in fact. Mods will monitor channels for toxic behavior that would adversely disrupt the experience of other attendees. If they deem certain behavior to break the NormConf Code of Conduct, they will either issue warnings or expulsion from NormConf.

- **Warnings:** When a mod issues a warning, they will address a user through a DM. Warnings are provided in the following manner:
  - 1). Mods will be explicit that a warning has been issued to said user.
  - 2). Mods will be specific, with screenshots or other evidence, and indicate what the warning is for.
  - 3). Mods will inform the user as to what action should be taken to avoid escalation of any issues, such as to stop using certain language.
  - 4). Mods will communicate the consequence of not following this warning in an expeditious manner.
  
- **Expulsion from NormConf:** If a user does not abide by the warnings of mods, or if the words or actions of a user are deemed egregious enough, mods will expel attendees from the NormConf Slack community. Such instances will manifest in the following way:
  - 1). Mods will be explicit that a user has egregiously broken the NormConf Code of Conduct in spirit or in fact, and that they are being expelled.
  - 2). Mods will be specific, and indicate what the expulsion is for.
  - 3). Mods will then expel the user from the NormConf Slack.

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## Vending and Demonstrations

By its nature, the tech space is brimming with innovative products—it’s why NormConf exists in the first place. To ensure, however, that NormConf attendees have the space to engage freely with each other, NormConf is designating a #show-normconf channel. The #show-normconf channel is meant to demonstrate to fellow attendees the amazing things our community has

been working on. If a problem a user is experiencing could be solved by a product you've created or are involved with, please feel free to communicate this to said user *once in a thread* and then proceed to take this conversation private (in a DM) or to move the conversation to the #show-normconf channel, where these conversations are meant to be showcased.

### **Reporting**

The safety and comfort of NormConf attendees is of utmost concern to NormConf Admins. If you wish to report a possible violation of any NormConf Code of Conduct rules, please reach out to any conference admins by DM or email [info@normconf.com](mailto:info@normconf.com) with the subject line "Reporting" and an admin will get back to you as soon as possible. All instances of reporting will be treated with respect and anonymity.