



The R!oT community consists of individuals from different backgrounds who have different beliefs and different abilities. We welcome people from all walks of life in our organization.

The diversity of our community is one of the many reasons why R!oT is such a special organization. R!oT community members will not be discriminated against based on race, color, religion, sex, national origin, age, disability, genetics, veteran status, sexual orientation, gender identity or expression, family status, or political affiliation.

Our continued commitment to diversity is essential to the continued success of our organization. We understand that having diversity in our events isn't about appearances, it's about bringing a diverse array of content to our and our partner's events and making more attendees feel welcome.

**R!oT implements the following guidelines for all of our events. We also use these guidelines when deciding whether or not to partner with other organizations for events.**

- R!oT events are free and open to the public, so people from all walks of life are able to attend.
- R!oT asks about diversity and inclusion as a prerequisite for speaking at events.
- R!oT speaks at events where the event's organizers are working to address diversity on stage.
- R!oT takes part in panel discussions that include at least one diverse panelist.
- R!oT takes part in conferences that have a credible Code of Conduct.
- R!oT contributes to events that are making a credible effort at representing diverse voices.

#### **Code of Conduct:**

**Accessible Presentations** - R!oT provides speakers with information on creating accessible presentations, including requests to speak slowly, describe the content of slides, and refrain from using flashing/blinking videos or animations.

**Language and Behavior** - R!oT aims to foster a safe, inclusive space for all attendees. We ask speakers to be mindful to avoid derogatory, discriminatory, and violent language. All attendees are expected to abide by our Code of Conduct, which we are prepared to enforce.

**Provide Space to Join** - Many people feel awkward about joining existing conversations with people they don't know. If you see someone off on their own, R!oT encourages you to ask them to join your conversation or meal table. When congregating in small groups where you're open to additional participants, R!oT encourages you to leave a gap in the circle to allow others to approach and participate.

**Respect Individuals' Identities** - R!oT encourages you to use stated names and pronouns, refrain from challenging a marginalized person's race, sexuality, disability, etc.

**Respect Space and Boundaries** - R!oT discourages touching of others, their mobility devices, or other assistive equipment without their consent. If someone asks you to stop a certain behavior, cease immediately.

**Illnesses** - If you currently are or fear you may be sick, please stay home as we may have attendees who are immunocompromised. Practice good hygiene.

**Children** - R!oT welcomes children of all ages with guardian(s) at our events. Breastfeeding welcome.

**Bathrooms** - R!oT encourages the use of gender neutral bathrooms.