

## Framer Loupe

### **Code of Conduct**

All attendees, speakers, performers, and staff are required to comply with the following Code of Conduct.

Our staff, including the Framer team, production staff, front of house staff, security, and volunteers, will coordinate enforcing this Code of Conduct. We expect cooperation from everyone to ensure a safe, inclusive, and welcoming environment.

Our Code of Conduct applies to all participants behavior surrounding the event, both publicly (including on social media) and through private correspondence.

### **Harassment**

Framer is dedicated to providing a harassment-free experience for everyone. Harassment includes offensive verbal comments related to gender, age, 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 required to comply immediately. If a participant engages in any of the aforementioned behavior, Framer reserves the right to take any action deemed appropriate, from issuing a formal warning to immediately expelling the offender without a refund.

### **Reporting and Enforcement**

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of our staff immediately.

At the event, all members of staff can be identified immediately by their "Staff" t-shirts. Our security team can be identified by their "Security" t-shirts. All our staff will be trained in how to address and report any incidents that participants bring to their attention.

Our staff will be happy to help participants contact local law enforcement (if requested), provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the event.

If you can't or don't wish to speak in person, please email [loupe@framer.com](mailto:loupe@framer.com) and a member of our staff will respond to you as quickly as possible. All reports will be handled in the strictest confidence.

## Thanks

This document was based on the work of [XOXO](#), [JSConf](#), [Geek Feminism](#), [Open Source Bridge](#), [Conference Code of Conduct](#), and inspired by resources provided by [Ashe Dryden](#) and [Thursday Bram](#).

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