

Friendly space policy for LD4 Conference

The LD4 Conference organizers are dedicated to providing a harassment-free venue and conference experience for everyone, regardless of gender, sexual orientation, gender identity or expression, disability, physical appearance, age, race, ethnicity, political affiliation, national origin, or religion—and not limited to these aspects. We do not tolerate any form of harassment of conference participants. Sexual language and imagery is not appropriate for any conference venue or talks. Any participants violating these rules may be sanctioned or expelled from the conference at the discretion of the conference organizers.

Harassment includes but is not limited to offensive verbal comments related to gender, sexual orientation, gender identity or expression, disability, physical appearance, age, race, ethnicity, political affiliation, national origin, or religion. Harassment also includes sexual images in public spaces, deliberate intimidation, stalking, unwelcome 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 expected to comply immediately.

If a participant engages in harassing behavior, the conference organizers may take any action they deem appropriate, including warning the offender or expulsion from the conference. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a designated friendly space representative immediately. These representatives will be introduced at the beginning of the conference, and contact information provided. You can also use the #helpers channel in the LD4 Slack workspace to report any concerns.

Friendly space representatives will be happy to help participants contact venue staff or local law enforcement or otherwise assist those experiencing harassment to feel safe for the duration of the conference. We value your attendance.

Emergency contact: Harvard University Police Department (HUPD) Longwood: 617.432.1212

This policy is adapted from the [Wikimedia Foundation's friendly space policy](#).