

Open Repositories Anti-Harassment Policy

Open Repositories (OR) is dedicated to providing a harassment-free conference experience for everyone. If you have been harassed, please consult Anti-Harassment Protocol for conflict resolution which makes clear how we can help.

OR is committed to helpful and respectful communication.

OR has established the following policy to make it clear that we do not tolerate harassment in any form. Sexual or discriminatory language and imagery are not appropriate for any event venue, including talks, or any other communication channel used during the conference (such as social media).

Harassment includes:

- offensive verbal comments related to sex, gender, ethnicity, nationality, socioeconomic status, sexual orientation, disability, physical appearance, body size, age, race, religion;
- sexual or discriminatory images, video, or text;
- deliberate intimidation;
- stalking;
- harassing photography or recording;
- sustained disruption of talks or other events;
- inappropriate physical contact; and
- unwelcome sexual attention.

The common language of OR is English; however, English may not be the native language of many OR participants. Further, cultural norms around what may be considered obscene and offensive communication will vary among OR attendees. Delegates are asked to please be mindful of the international character of Open Repositories, and to use respectful and clear language free of slang to facilitate communication.

Participants asked to stop any harassing behavior are expected to comply immediately.

If a participant engages in harassing behavior, event organizers and Steering Committee representatives (or their designees) may take any action they deem appropriate, including warning the offender, expulsion from the OR conference, contacting local authorities as needed, or contacting a representative from the offender's institution.

If a participant raises a concern relating to actions covered by this policy in good faith, there will be no retaliation for bringing forward their concern.

Threatening or taking action against someone for invoking this policy or for participating in any related investigation will be considered a violation of this policy.

Participants are expected to follow the anti-harassment policy at all conference-related venues, conference-related social events, and online communication channels.

We expect attendees and speakers past and present to be respectful to each other, and we will deal with any incidents that arise, including on social media.

We value your participation in the Open Repositories community and your support in keeping the OR community a safe, welcoming, and friendly space for all.

Acknowledgments

Portions of this policy are modified from the Seattle Attic's code of conduct and the [Ada Initiative's event harassment policy](#).

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Related documents

- [Open Repositories Code of Conduct](#)
- [Open Repositories Anti-Harassment Protocol](#)