

~~The Linux Foundation and its Projects are dedicated to providing a harassment-free experience for participants at all of our events. Linux Foundation (and LF Project) events are working conferences intended for professional networking and collaboration in the Linux and greater open source communities. They exist to encourage the open exchange of ideas and expression and require an environment that recognizes the inherent worth of every person and group. While at Linux Foundation (or LF Project) events or related ancillary or social events, any participants, including speakers, attendees, volunteers, sponsors, exhibitors, booth staff and anyone else, should not engage in harassment in any form.~~

Our Pledge

In the interest of fostering an open and welcoming environment, we as community members of the Xen Project pledge to making participation in our project and our community a harassment-free experience for everyone.

We believe that a Code of Conduct can help create a harassment-free environment, but is not sufficient to create a welcoming environment on its own: guidance on creating a welcoming environment, how to communicate in an effective and friendly way, etc. can be found <here>.

Scope

This Code of Conduct applies within all Xen Project project spaces, and it also applies when an individual is representing the Xen Project or its community in public spaces. Examples of representing the Xen Project include using an official project email address, posting via an official social media account, or acting as an appointed representative at an online or offline event.

Expected Behavior

All Xen Project community members ~~event participants~~ are expected to behave in accordance with professional standards, with both the ~~Linux Foundation~~ Xen Project Code of Conduct as well as their respective employer's policies governing appropriate workplace behavior, and applicable laws.

Unacceptable Behavior

Harassment will not be tolerated in the Xen Project Community in any form, including but not limited to harassment based on gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, ethnicity, nationality, level of experience, education, or socio-economic status or any other status protected by laws in jurisdictions in which community members are based which the conference or program is being held. Harassment includes the use of abusive, offensive or degrading language, intimidation, stalking, harassing photography or recording, inappropriate physical contact, sexual imagery and unwelcome sexual advances, or requests for sexual favors, publishing others' private information such as a physical or electronic address without explicit permission and other conduct which could reasonably be considered inappropriate in a professional setting.=-

Any report of harassment within the Xen Project community at one of our events will be addressed swiftly immediately. Participants asked to stop any harassing behavior are expected to comply immediately. Anyone who witnesses or is subjected to unacceptable behavior should notify the Xen Project's CoC team via conduct@xenproject.org Xen Project a conference organizer at once.

~~Exhibitors should not use sexualized images, activities, or other material in their booths and must refrain from the use of sexualized clothing/uniforms/costumes, or otherwise creating a sexualized environment. Speakers should not use sexual language, images, or any language or images that would constitute harassment as defined above in their talks.~~

Consequences of Unacceptable Behavior

If a participant engages in harassing behavior, the Xen Project's CoC team conference organizers may take any action it they deems appropriate, ranging from issuance of a warning to the offending individual to expulsion from the Xen Project community conference with no refund, depending on the circumstances The Linux Foundation (and LF Projects) reserve the right to exclude any participant found to be engaging in harassing behavior from

~~participating in any further Linux Foundation (or LF Project) events, trainings or other activities.~~

What To Do If You Witness Or Are Subject To Unacceptable Behavior

Instances of abusive, harassing, or otherwise unacceptable behavior may be reported by contacting the Xen Project's CoC team at conduct@xenproject.org. All complaints will be reviewed and investigated and will result in a response that is deemed necessary and appropriate to the circumstances. The Xen Project's CoC team is obligated to maintain confidentiality with regard to the reporter of an incident.

~~If you are being harassed, notice that someone else is being harassed, or have any other concerns relating to harassment, please contact a member of event staff immediately. Event staff can be identified by t-shirts/staff badges onsite; and an organizer can be found at the event registration counter at any time. You are also encouraged to contact Angela Brown, VP of Events at angela@linuxfoundation.org with any questions or concerns.~~

~~Incident Response~~

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~~Our staff has had incident response training and responds to harassment reports and does so in accordance with the process recommended by the Ada Initiative, which can be found [here](#) on the Geek Feminism Wiki. As referenced above, if a participant engages in harassing behavior, the conference organizers may take any action they deem appropriate, ranging from issuance of a warning to the offending individual to expulsion from the conference with no refund, depending on the circumstances. The Linux Foundation (and LF Projects) reserve the right to exclude any participant found to be engaging in harassing behavior from participating in any further Linux Foundation (or LF Project) events, trainings or other activities.~~

~~Conference staff will also provide support to victims, including, but not limited to:~~

- ~~● Providing an escort~~
- ~~● Contacting hotel/venue security or local law enforcement~~
- ~~● Briefing key event staff to for response/victim assistance~~

- ~~And otherwise assisting those experiencing harassment to ensure that they feel safe for the duration of the conference.¶~~

~~Pre-Event Concerns¶~~

~~If you are planning to attend an upcoming event, and have concerns regarding another individual who may be present, please contact Angela Brown, VP of Events at [angela \(at\) linuxfoundation \(dot\) org](mailto:angela@linuxfoundation.org). Precautions will be taken to ensure a victim's comfort and safety, including, but not limited to: providing an escort, prepping onsite event staff, keeping victim and harasser from attending the same talks/social events and providing onsite contact cell phone numbers for immediate contact.~~

~~Attribution~~

~~This Code of Conduct is based on the Linux Foundation Events Code of Conduct (see <https://events.linuxfoundation.org/code-of-conduct/>). The *Scope* and *What To Do If You Witness Or Are Subject To Unacceptable Behavior* sections of this code of conduct have been adapted from the Contributor Covenant v1.4.~~