



# Magento Events

## Code of Conduct

This Code of Conduct helps to support our attendees, sponsors and speakers, and encourage a positive event experience for everyone.

Magento events extend the best of the Magento Commerce experience – the power of an open source commerce platform and an interconnected community – to markets around the world. These events bring together an ecosystem of executives, marketers, developers, merchandisers, web designers, and more, of various countries, politics, religions, and ethnicities to share the latest inspirations, techniques, and strategies for transforming commerce.

We expect all participants to follow the Code of Conduct rules at all event venues and related social events.

### **All Magento Events are Harassment-Free Zones**

Magento events strive to provide a harassment-free experience, and harassment of any kind is not tolerated. Harassment includes offensive comments related to gender, gender identity or expression, sexual orientation, disability, physical appearance, body size, race, religion, sexual images in public spaces, real or implied violence, intimidation, oppression, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

All attendees, speakers, and sponsors are required to agree with the following Code of Conduct. If you violate the Code of Conduct, you may be expelled from the premises without an explanation or refund at the discretion of event staff.

- Harassment of event participants in any form is not tolerated.
- Communication should be inclusive and appropriate for a professional audience.
- Do not insult or put down other attendees.
- Behave professionally and respectfully towards others.
- Sexist, racist, or exclusionary jokes or language are not acceptable.



We ask all attendees to report any acts that violate this Code of Conduct. If we hear that someone has been hassling or poaching developers, then we shall ask them to leave immediately.

## **Respect Your Fellow Attendees**

We support our attendees and ask that you support them too. Always be considerate and respectful to your fellow attendees.

Magento events are not formal. Attendees are encouraged to call each other by first name. The dress code is business casual, which may include a suit, shirt and jeans, dress, skirt, or button-up. We do not allow clothing that displays inappropriate pictures or text.

Talent pitchers and poachers are not allowed. Magento events are intended for learning, sharing, and encouragement. Aggressive talent pitching or poaching may result in your expulsion.

While we want our attendees to enjoy the Magento event experience, excessive drinking is not tolerated and may result in you being expelled from the premises.

## **Magento is Here for You**

Thank you for making Magento Events welcoming for all attendees. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of the event staff immediately.

Event staff will be happy to help participants address concerns. All reports will be treated as confidential. Avoid disclosing information about the incident until event staff have had sufficient time to address the situation. We do not condone nor participate in public shaming.

We value your attendance. If you note any unacceptable behavior, or if you're a victim of discrimination, or if you have further questions regarding this, please reach out to the event organizer, the event staff on-site or e-mail [brittany@magento.com](mailto:brittany@magento.com) or [acollopy@magento.com](mailto:acollopy@magento.com).

Magento employees are further held accountable for complying with all Magento company policies.