



Code of Conduct

At Stark Collective, **including WearHacks and Osmos Academy events**, we want you to have an awesome time. While you have a lot of choice as to how to do that, we do require that you be respectful at all times. We want all of our attendees including hackers, volunteers, mentors, judges, sponsors' representatives and spectators, to know that harassment and abuse will not be tolerated.

We would like to think that these situations will not arise given that we are of the belief that events bring together people who are generally amazing human beings, but unfortunately, things happen, and we want our attendees to know that we've got their backs. Please know that if you find yourself in a situation that makes you uncomfortable at one of our events, if the event itself is creating an unsafe or inappropriate environment, or if interacting with a Stark Collective representative or event organizer makes you uncomfortable, please report it using one or more of the following methods outlined in the "Event Reporting Procedures" and/or "**Post Event Reporting Procedure**" sections of this document.

As we said, we think that events are great at bringing together amazing human beings. We are all for people getting together - our events are all about inclusivity and we are certainly not going to let anyone make it about anything less than that. We believe that every single person has the right to attend our events in a safe and welcoming environment. Please note that harassment includes but is not limited to offensive verbal or written comments related to gender, age, sexual orientation, identity, 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. If what you're doing is making someone feel uncomfortable, that counts as harassment and we expect that you will stop doing it. Attendees asked to stop any harassing behavior are expected to comply immediately.



Terms and Conditions

In particular, attendees shall not use sexualised images, activities, or other such material during the event. This means that hackers shall not use sexualised images, activities, or such other material in their projects. This also means that sponsors' representatives and volunteers shall not use sexualised clothing, uniforms and or costumes, or otherwise create a sexualised environment in any way.

Attendees shall also note that they shall not engage in or contribute to the creation and/or development of any projects, devices and/or applications that are intended to cause bodily harm and/or death.

We ask you to note that if any attendee engages in harassing behavior, Stark Collective may take any action it deems appropriate. This includes warnings and/or expulsion from the event with absolutely no eligibility for reimbursement or refund of any type. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please report it using one of the methods listed below.

Please know that Stark Collective representatives will be happy to help attendees contact campus security or local law enforcement and reasonably assist those experiencing harassment to feel safe for the duration of the event. We want you to feel comfortable at our events, but we also cannot have our representatives put themselves in danger and know that you would not expect them to either.

We value your attendance and expect our attendees to follow these rules at our events.

EVENT REPORTING PROCEDURES

If you are feeling uncomfortable or think there may be a potential violation of the code of using one of the following methods, please report it immediately using one of the following methods. Please note that all reporters have the right to remain anonymous.



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Talking To A Representative

If you're comfortable with doing so, please do not hesitate to approach one of the Stark Collective representatives at the event. Our representatives will make their best efforts to handle your situation as discreetly as possible. However, we understand that approaching one of our representatives may not be your best option given the situation so we encourage you to make use of one the other options listed below.

Sending Us A Text

In the event that you do not think approaching one of our representatives is something you can do at the time, please send us a text at **1-647-580-5394**. Your text message will put you in direct communication with a Stark Collective representative who will do their utmost to address your situation.

Email Us

Email is yet another way to get in direct communication with a Stark Collective representative concerning a situation where there is a potential violation of the code of conduct. Please send us an email at hello@starkcollective.com to notify a Stark Collective representative.

POST EVENT REPORTING PROCEDURE

Should you wish to bring an incident to our attention after the event or are instructed to do so after reporting a situation, please go to to complete a form to provide us with further detail. Again, all reporters have the right to remain anonymous.

STARK COLLECTIVE RESERVES THE RIGHT TO REVISE, MAKE EXCEPTIONS TO, OR OTHERWISE AMEND THESE POLICIES IN WHOLE OR IN PART. IF YOU HAVE ANY



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**QUESTIONS REGARDING THESE POLICIES, PLEASE CONTACT STARK COLLECTIVE BY
EMAIL AT hello@starkcollective.com.**