



Code of Conduct:

Reno Startup Week is dedicated to providing a harassment-free conference experience for everyone, regardless of gender, gender identity/expression, sexual orientation, disability, physical appearance, body size, race, age, religion, national origin, political affiliation, veteran status, or branch of military service.

We do not tolerate harassment of conference participants in any form. Sexual language and imagery is not appropriate for any event venue, including talks and individual sessions, headline events, and social events. Participants violating these rules may be sanctioned and/or expelled from the conference at the discretion of the conference organizers; they may also be barred from participation in future Reno Startup Week events. Harassment includes, but is not limited to:

- Verbal or written comments that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, or national origin.
- Sexual images in public spaces
- Deliberate intimidation, stalking, or unwelcome following
- Harassing photography or recording
- Sustained disruption of talks or other events
- Inappropriate physical contact
- Unwelcome sexual attention
- Advocating for, or encouraging, any of the above behavior

We expect participants to adhere to this Code of Conduct at all Reno Startup Week events, regardless of whether they occur during the official event dates, in the lead-up to the event, or after its conclusion. This expectation extends to participation in all online platforms managed by or related to Reno Startup Week.

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible to a Reno Startup Week team member. When taking a personal report, we will ensure you are safe and cannot be overheard. They may involve other event members to ensure your report is managed properly. Once safe, we will ask you to tell us about what happened. While we understand that this can be upsetting, we promise to handle it as respectfully as possible, and you can bring someone to support you. You will not be asked to confront anyone and we will not reveal your identity. Our team will be happy to help you contact venue security, local law enforcement, local support services, or otherwise assist you to feel safe for the duration of Reno Startup Week. Your presence and safety matters to our community!

