

## PhillyCHI's Code of Conduct: Safe Space Policy

**PhillyCHI implicitly supports a safe and positive environment for professionals to gather, converse, and explore interests in User Experience Design.**

This Safe Space policy is intended to aid PhillyCHI board members in creating a supportive, and non-threatening environment for all participants. We aim to create a space that is welcoming and engaging, and we encourage everyone — visitors, presenters, volunteers, and collective members — to be proactive in creating an atmosphere where the safety of others is valued.

Everyone entering a PhillyCHI event is asked to be aware of their language and behavior, and to think about whether it might be harmful or oppressive to others. We define oppressive behavior as any conduct that demeans, marginalizes, rejects, threatens, or harms anyone on the basis of ability, age, cultural background, education, ethnicity, gender, immigration status, language, nationality, physical appearance, race, religion, self-expression, sexual orientation, status as a parent, or other such factors.

By participating in activities organized by PhillyCHI, you agree to abide by these guidelines.

**Please keep the following in mind when attending a PhillyCHI event or interacting with people at PhillyCHI events:**

- Respect everyone's physical and emotional boundaries. Ask for consent before making physical contact and demonstrate respect if someone tells you that you are making them uncomfortable.
- Be aware that your actions have an effect on others, despite what your intentions may be.
- Be aware of your prejudices and privileges, and the space or energy you take up.
- Respect the pronouns and names of everyone. Do not assume anyone's gender identity, sexual preference, survivor status, economic status, background, health, etc.
- Respect people's opinions, beliefs, experiences, and differing points of view.
- Respect the sobriety policy of the space. Alcohol is permitted only during pre-approved special events, and we request that it be used with moderation at those times. Intoxicated individuals will be asked to leave.
- Do not bring any illicit or banned materials into the space.
- Refrain from photographing or videotaping someone if they tell you it is making them uncomfortable.

### **Dealing with Conflict**

If you experience harassment, or any form of abuse, please approach a PhillyCHI board member whom you feel comfortable talking to (in person or via email). If you witness

unacceptable behavior, please notify a board member. You can contact us at [phillychi@gmail.com](mailto:phillychi@gmail.com) or individually.

Individuals violating these standards may be sanctioned or excluded from further participation at the discretion of the PhillyCHI board.

**Current Board Members:**

*Kieran Riley Abbott*

*Vy Nguyen*

*Epiphany Loux*

*Lara Sinangil*

*Ellery Seither*

*Kasey Meredith*

We continue to seek opportunities to improve both our commitment to cultivating a safe space for everyone. We welcome the continuing discussion about how we can improve this policy.