

Workplace Ninjas India

Community Code of Conduct

Applies to all Workplace Ninjas India events and community spaces

Our commitment: Workplace Ninjas India is built by the community, for the community. We are committed to providing a welcoming, safe, and harassment-free experience for everyone — regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, caste, nationality, age, or level of experience.

This Code of Conduct applies to **all Workplace Ninjas India spaces**: the conference (sessions, breaks, meals, social events), our WhatsApp community, social media channels, and any communication between community members in connection with our events.

Expected Behavior

- Be respectful, inclusive, and considerate in speech and actions
- Welcome newcomers — everyone was a beginner once
- Give constructive, professional feedback; critique ideas, not people
- Respect personal boundaries — ask before photographing individuals up close, and respect a “no”
- Respect speakers and organizers — silence phones during sessions, keep questions relevant
- Follow venue rules and instructions from organizers and volunteers

Unacceptable Behavior

- Harassment, intimidation, or discrimination in any form
- Offensive comments related to gender, sexual orientation, disability, appearance, race, religion, caste, or nationality
- Sexual language, imagery, or unwelcome sexual attention
- Deliberate intimidation, stalking, following, or unwanted photography/recording
- Sustained disruption of talks or events
- Aggressive or demeaning behavior — in person or online
- Sharing others' personal information without consent
- Any illegal activity on event premises

Sponsors, Exhibitors & Speakers

Sponsors, exhibitors, and speakers are equally bound by this Code. Booth staff and presentation materials must not use explicit imagery or discriminatory content. Sessions must remain professional and vendor-neutral where indicated by the agenda.

Reporting

If you experience or witness a violation, or have any concern — however small:

- **At the event:** Contact any organizer or volunteer (identifiable by badge/T-shirt), or visit the registration desk
- **Anytime:** Email hello@wpninjas-india.com with “Code of Conduct” in the subject line

All reports are treated confidentially and taken seriously. We will not name reporters without their consent. You will not be penalized for reporting in good faith.

Enforcement

Organizers may take any action they deem appropriate, including a verbal warning, removal from the event **without refund**, removal from community channels, and exclusion from future events. Where behavior may be unlawful, we will cooperate with law enforcement.

Scope & Acknowledgment

Attendance at any Workplace Ninjas India event or participation in any community space constitutes acceptance of this Code of Conduct. This Code is inspired by community conference codes of conduct used worldwide, adapted for our community.

Questions? hello@wpninjas-india.com