Code of Conduct Frameless XR Symposium

Inclusivity Statement

The Frameless XR Symposium organizers value the diversity of views, expertise, opinions, backgrounds, and experiences reflected within our community and are committed to providing a welcoming, productive, and safe environment for all participants of our events. This Code of Conduct is important for promoting diversity and creating an inclusive, supportive, safe, and collaborative environment for all that includes a harassment-free experience for everyone regardless of age, gender identity and expression, sexual orientation, disability, appearance or body size, race, ethnicity, origin, or religion. By attending the conference events, you communicate your adherence to the symposium's Code of Conduct. We do not tolerate harassment of event participants in any form at any venue being used by the symposium**.**

A fundamental part of our symposium is committing ourselves to fostering an inclusive, supportive, anti-oppressive environment in which each person takes responsibility for their language, actions, and interactions. Our anti-oppressive environment means that we work against language, actions, interactions and ideologies that hurt people, whether they are intended or not. It is important that we consider how our words and actions affect one another. Therefore, hate speech of any kind will not be tolerated. Our sessions will be a safe place to engage, learn, and explore perspectives and contributions.

Please review the following Code of Conduct for the meeting:

The Frameless XR Symposium organizers value the diversity of views, expertise, opinions, backgrounds, and experiences reflected within our community and are committed to providing a welcoming, productive, and safe environment for all participants of our events. This Code of Conduct is important for promoting diversity and creating an inclusive, supportive, and collaborative environment for all.

All event participants – including, but not limited to attendees, speakers, organizers, volunteers, exhibitors, personnel, members of the media, vendors, and service providers – are expected to abide by this Code of Conduct.

We expect everyone to respect the following list of behaviors:

Expected Behavior

> Treat everyone with kindness, respect, and consideration, valuing a diversity of views and opinions (including those you may not share).

> Communicate openly, with respect for others, critiquing ideas rather than individuals.

> Be mindful of your surroundings and of others. Alert symposium organizers or university personnel if you notice a dangerous situation or someone in distress. Please find reporting guidance below.

> Make space for new people to join in your conversations and listen as much as you speak. Bear in mind the symposium will be held virtually and the increased potential therein for communication misunderstandings and interruptions.

> Any form of academic dishonesty, including plagiarism, is a serious offence. All work must be your own and the work of others must be properly cited

Unacceptable Behavior

Harassment, intimidation, or discrimination in any form including, but not limited to:

> Written or verbal abuse, including comments on social media or in-conference text messages

> Exclusionary behavior and microaggressions related to age, appearance or body size, employment or military status, ethnicity, gender identity and expression, individual lifestyle, marital status, national origin, physical or cognitive ability, political affiliation, sexual orientation, race, or religion

> Unwanted sexual attention

> Use of discriminatory images or language

> Deliberate intimidation, stalking, or following

> Sustained disruption of talks or other events

> Bullying behavior, including intentional microaggressions

> Retaliation for reporting unacceptable behavior

> Derogatory comments or jokes toward a specific individual or group even if harm is not intended.

Reporting Incidents

If you feel that you are the subject of unacceptable behavior, have witnessed any such behavior, or have other concerns, report the incident to the email address below as soon as possible. Conference organizers will work with you to resolve the situation.

Conference organizers will treat all reports seriously and will work to understand the situation through prompt investigation, including conversations with relevant individuals and witnesses before determining an appropriate course of action. All reports will be kept confidential to the extent possible governed by applicable state laws.

Contact information to **Report an Incident**: email framelesslabs@rit.edu. *In your report please include:*

- Your contact information
- Names of any individuals involved (If there were other witnesses besides you, please try to include them as well.)
- When and where the incident occurred. Please be as specific as possible.
- Your account of what occurred.
- Any context you believe existed for the incident.
- If you believe this incident is ongoing.

- Any other information you believe we should have.

Consequences

Anyone requested to stop a behavior by event facilitators is expected to comply immediately. Event Facilitators may take any action deemed necessary and appropriate, including immediate removal from the meeting and expulsion from the symposium without warning. Conference organizers reserve the right to prohibit attendance at any future meeting or symposium. Further action may be deemed necessary to address egregious acts.

Stay safe and see you all soon.

The Frameless XR Symposium Organizing Committee

This statement was inspired by the codes of conduct from the Digital Library Federation, the Association for Computers and the Humanities, and the Society for the Preservation of Natural History Collections.