

Code of Conduct



The Short Version

Leverage the opportunity to learn and share knowledge, be respectful of other people, respectfully ask people to stop if you are bothered, and if you can't resolve an issue contact the administrators. The OutSystems User Groups do not have a commercial purpose, so promoting services and companies is not allowed. Recruitment activities are explicitly prohibited.

The Long Version

1. PURPOSE

The goal of the OutSystems User Groups is to nurture and grow the community's presence, to provide the best technical content and resources to the community and to ensure a safe place where the peers can meet, network and share insights.

As such, we are committed to providing a friendly and welcoming environment for all, regardless of gender, sexual orientation, disability, ethnicity, religion, preferred operating system, programming language, or text editor.

This code of conduct outlines our expectations for participant behavior as well as the consequences for unacceptable behavior.

We invite all speakers, attendees, and other participants to help us make these local gatherings a safe and positive community experience for everyone.

2. PURPOSE

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3. UNACCEPTABLE BEHAVIOR

Unacceptable behaviors include: intimidating, harassing, abusive, discriminatory, derogatory or demeaning conduct by any members of OutSystems User Group and related events. All OutSystems User Group venues may be shared with members of the public; please be respectful to all patrons of these locations.

Harassment includes: offensive verbal comments related to gender, sexual orientation, race, religion, disability; inappropriate use of nudity and/or sexual images in public spaces (including presentation slides); deliberate intimidation, stalking or following; harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact, and unwelcome sexual attention.

These events are not intended to promote services, so please refrain from marketing specific entities and/or its work for commercial purposes. Purposeful promotion of brands is not acceptable, as this initiative aims to be as neutral as possible in terms of communicating entities' identities and respective activities.

Recruitment and headhunting initiatives of any kind are not acceptable - these events will be held in neutral grounds to avoid misinterpretations associated to a specific company and/or brand. This is not a business or commercial event, it is dedicated to learning and sharing of knowledge. Any activity related to hiring or trying to pursue an individual for recruitment purposes will be excluded from the event and the community group.

4. CONSEQUENCES OF UNACCEPTABLE BEHAVIOR

Unacceptable behavior will not be tolerated whether by other attendees, organizers, venue staff, sponsors, or other patrons of the OutSystems User Group venues.

Anyone asked to stop unacceptable behavior is expected to comply immediately.

If a participant engages in unacceptable behavior, the community organizers may take any action they deem appropriate, up to and including expulsion from the specific event and respective community.

5. WHAT TO DO IF YOU WITNESS OR ARE SUBJECT TO UNACCEPTABLE BEHAVIOR

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6. SCOPE

We expect all community members, sponsors, volunteers, speakers, attendees, and other guests to abide by this code of conduct at all venues and related social events.

7. CONTACT INFORMATION

You can reach out to the OutSystems Community team (communityteam@outsystems.com) for any inquiries.

Incident Reporting

We wish it would never happen, but sometimes as organizers we have to respond to bad behavior at our events. If you see or hear about any behavior that is making the event less welcoming or more intolerant, then please take the following steps:

- Kindly but firmly explain the behavior is unacceptable for the OutSystems User Groups, as per indicated in this Code of Conduct; if necessary, ask the person to leave.
- Follow up with the person after the event with a little more explanation, and thank them for being so willing to adjust (assuming of course that they did).
- Make sure you follow up with the other organizers/with the OutSystems Community team.

Creating an inclusive environment is an ongoing process of gentle course correction. No one ever got everything right the first time they tried, but we all get better with each nudge in the right direction.



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