Apollo Code of Conduct

Our goal

A safe, respectful, harassment-free environment for all participants.

Expected behavior

Use respectful, inclusive language. Be considerate of differing views. Give and receive feedback gracefully. Focus on the good of the community. Show empathy.

Unacceptable behavior

Harassment, intimidation, threats, stalking, unwelcome contact, discriminatory remarks, sexual content where inappropriate, and any other conduct that harms safety or inclusion.

If you see a problem

If safe, ask the person to stop. If not, or they do not stop, email codeofconduct@graphql.com. Include details so we can address it promptly.

Consequences

We may take any appropriate action, including but not limited to removal from the event or community spaces.

Reporting a Violation

If you see a Code of Conduct violation:

1. If safe to do so, let the person know the behavior is not appropriate and ask them to stop.
2. If they do not stop, or if you are uncomfortable speaking up, email codeofconduct@graphql.com.
3. Include relevant details (time, place, description, names, links, screenshots, context).
4. You may report on someone else's behalf if they are uncomfortable or unable to do so themselves.

Organizers will respond promptly, identify themselves, and take further action as appropriate, starting with a warning, then temporary deactivation, then longer-term measures. The Admin team will prioritize the well-being of those affected over the comfort of the violator, which may mean the violator is removed until those affected say they feel safe with their return.

Applicability and Scope

This Code applies to all community spaces (online and offline), including event networking apps, public channels, private channels, and direct messages. It applies equally to attendees, speakers, sponsors, vendors, volunteers, and staff.

It also applies to interactions on official event-related platforms (including social media, chat groups, and community forums) before, during, and after the event.

Creating a Welcoming Environment

Positive contributions include:

- Using welcoming, inclusive language
- Respecting differing viewpoints and experiences
- Accepting constructive feedback gracefully
- Focusing on what's best for the community as a whole
- Showing empathy toward others
- Recognizing and celebrating contributions from others
- Helping create space for underrepresented voices in discussions

Anti-Harassment Statement

Harassment will not be tolerated. Examples include:

- Offensive comments, usernames, or imagery related to personal characteristics (e.g., gender, sexual orientation, disability, neurological differences, appearance, pregnancy, veteran status, political affiliation, marital status, body size, age, race, national or ethnic origin, immigration status, language, religion or lack thereof).
- Unwelcome comments on lifestyle choices (food, health, parenting, relationships, drugs, employment).
- Deliberate misgendering or use of rejected names.
- Gratuitous or off-topic sexual images or behavior.
- Physical contact or simulated contact without consent.
- Threats or incitement of violence, including encouraging self-harm.
- Deliberate intimidation, stalking, or harassment (online or offline).
- Harassing photography or recording.
- Sustained disruption of discussion.
- Unwelcome sexual attention.
- Inappropriate or repeated personal contact after being asked to stop.
- Deliberate disclosure ("outing") of someone's identity without consent (except to protect others from harm).
- Publication of private communications without consent.
- Any jokes or remarks that fall under the above categories, even if meant satirically or ironically.

Enforcement

Reports will be taken seriously and handled with care. If immediate safety is at risk, any admin may act, up to and including temporarily banning the offender. For other cases, at least two admins will review and determine a proportionate response, which will be shared privately with the offender.

We respect confidentiality requests to protect victims. At our discretion, we may privately warn others or publicly name an individual about whom we've received harassment complaints if it increases community safety. Harassment victims will never be named without consent.

We will not act on complaints made in bad faith or intended to silence legitimate criticism, including attempts to frame reasonable criticism of oppressive behavior as harassment or discrimination.

Consequences

Anyone asked to stop harassing behavior must comply immediately. Administrators may take any action they deem appropriate, including expulsion and identifying the person as a harasser to other members. Parties may request to discuss how to avoid similar situations in the future. If we believe that someone's actions may also violate the law, we may report the matter to law enforcement in our discretion and will do so if required by law.

Acknowledgements

Adapted from the Community Covenant, the Contributor Covenant, and the LGBTQ in Tech Community Code of Conduct.

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