

METEOR DEVELOPMENT GROUP, INC.

METEOR CODE OF CONDUCT

Last Updated: December 1, 2015

We believe our community should be truly open for everyone. As such, we are committed to providing a friendly, safe and welcoming environment for all, regardless of gender, sexual orientation, disability, ethnicity, or religion.

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

We invite our entire community to help us realize a safe and positive experience for everyone at our events, meetups, and online forums.

Expected behavior

1. Be considerate, respectful, and collaborative.
2. Refrain from demeaning, discriminatory or harassing behavior and speech.
3. Be mindful of your surroundings and of your fellow participants. Alert Meteor Development Group staff or event organizers if you notice a dangerous situation or someone in distress.
4. Wear your badge at all times while at a Meteor event, meetup, or event venues.

Unacceptable behavior

1. Unacceptable behaviors include: intimidating, harassing, abusive, discriminatory, derogatory, or demeaning conduct by any online community member, attendee of a Meteor event, or related event activities. Many Meteor event venues are shared with members of the public; please be respectful to all patrons of these locations.
2. Harassment may include: offensive verbal or electronic 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 sessions, talks or other events; inappropriate physical contact, and any unwelcome sexual attention.
3. Wearing clothing that is not suitable for a professional work environment, that is provocative, inappropriate or otherwise potentially offensive.
4. Physical verbal, or written, abuse, intimidation, threats, annoyance, harassment, stalking, pushing, shoving or use of any physical force whatsoever against any person, which in any way creates a disturbance that is disruptive or dangerous, or creates apprehension in a person, as determined by Meteor Development Group and its events management, in their sole discretion.
5. Possession of a weapon or any item that can be used as a weapon, which may be used to threaten or cause injury to others if used in a certain manner.
6. Any destruction or vandalizing of personal property or event site or materials.
7. Any boisterous, lewd or offensive behavior or language, using sexually explicit or offensive language or conduct, profanity, obscene gestures, or racial, religious or ethnic slurs,
8. Possessing any open can, bottle or other receptacle containing any alcoholic beverages, except in areas specifically designated for the consumption of alcohol or being intoxicated, as determined by Meteor Development Group, in any event venue or function. Please drink responsibly.
9. Possessing any illegal substance, including but not limited to narcotics, marijuana, or other illegal drugs. Meteor Development Group does not tolerate the use or abuse of illegal substances anywhere in the event venues.
10. Smoking other than in designated areas.
11. Assembling for the purpose of, or resulting in, disturbing the peace, or committing any unlawful act or engaging in any offensive behavior.
12. Any other illegal activity not already covered above.
13. Failure to obey any of the rules or regulations of the event venues or instructions of the event staff.

Consequences of unacceptable behavior

Unacceptable behavior will not be tolerated whether by an attendee, media, speaker, volunteer, organizer, venue staff, partner, sponsor, or exhibitor.

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

If a participant engages in unacceptable behavior, the event organizers may take any action they deem appropriate, up to and including expulsion from the event without warning or refund and if appropriate involvement of local law enforcement.

What to do if you witness or are subjected to unacceptable behavior

If you are subjected to unacceptable behavior, notice that someone else is being subjected to unacceptable behavior, or have any other concerns, please notify a Meteor Development Group employee or event organizer as soon as possible. You may request that your report remain completely confidential.

Event staff will be available to help participants contact venue security or local law enforcement, to provide escorts, or to otherwise assist those experiencing unacceptable behavior to feel safe for the duration of the event. You can report unacceptable behavior to any member of staff. Staff can be found in onsite or you may email one of the contacts below.

Scope

We expect all event participants (staff, sponsors, volunteers, speakers, attendees, and other guests) to abide by this code of conduct at all event venues and conference-related social events.

3rd Party Events

Because we value the safety and security of our users and the communities they participate in, Meteor Development Group will not sponsor conferences or events that refuse to implement a code of conduct specifically addressing harassment and discrimination. An acceptable code of conduct meets the following criteria:

- Provide an outline of behavior that is considered unacceptable
- Provide a system for reporting unacceptable behavior to event staff
- Make clear the consequences for any behavior deemed unacceptable by the event staff

Contact Information

If you have questions or information please contact event organizers directly at events@meteor.com.

The above Code of Conduct may be revised at any time by Meteor Development Group and are non-negotiable. This Code of Conduct is without prejudice to Meteor Development Group's rights, all of which it expressly reserves.