-- Code of Conduct --

Ruby Central, Inc. and all associated community members are dedicated to providing an accessible, welcoming, and inclusive environment. Our community is made up of members from around the globe with a diverse set of skills, personalities, and experiences. It is through these differences that our community experiences great successes and continued growth. This document provides community guidelines for a safe, respectful, productive, and collaborative place for any person who is willing to contribute to the Ruby community.

Our Ruby Community Values:

- **Lifelong Learning:** Embrace growth and improvement through curiosity and intentional learning.
- **Impact:** Prioritize actions that shape individuals positively and maintain reliable services and software.
- **Trust:** Operate with integrity, fostering trust and transparency essential for developers.
- **Inclusivity:** Celebrate diversity, prioritize marginalized voices, and strengthen our community with varied viewpoints.
- **Collaboration:** Value collective effort, ensuring all voices are heard.
- **Empathy:** Act with consideration and gratitude, recognizing our duty of care to conference and community members.
- **Enjoyment:** Create enjoyable events and spaces that foster a sense of belonging and anticipation.

Conduct

Every member of our community has the right to have their identity respected. The Ruby community is dedicated to providing a positive experience for everyone, regardless of age, gender identity and expression, sexual orientation, disability, physical appearance, body size, ethnicity, nationality, race, or religion (or lack thereof), education, or socio-economic status. Ruby Central Staff and Moderators may take any action against disruptions or harassment, including warning the offender or expulsion from community or community event spaces without reimbursement.

Scope

This Code of Conduct applies to all Ruby Central–affiliated spaces, including but not limited to:

- In-person events (e.g., RubyConf, RailsConf, meetups, partner-hosted events)
- Digital spaces owned or operated by Ruby Central (e.g., Slack, Discord, mailing lists, forums, social media, virtual events)
- One-on-one interactions that occur in the context of Ruby Central activities

Inappropriate Behavior

Examples of unacceptable behavior by participants include:

- Harassment of any participants in any form
- Deliberate intimidation, stalking, or following
- Logging or taking screenshots of online activity for harassment purposes
- Publishing others' private information, such as a physical or electronic address, without explicit permission
- Violent threats or language directed against another person
- Incitement of violence or harassment towards any individual, including encouraging a person to commit suicide or to engage in self-harm
- Creating additional online accounts in order to harass another person or circumvent a ban
- Sexual language and imagery in online communities or in any conference venue, including talks
- Insults, put downs, or jokes that are based upon stereotypes, that are exclusionary, or that hold others up for ridicule
- Excessive swearing
- Unwelcome sexual attention or advances
- Unwelcome physical contact, including simulated physical contact (eg, textual descriptions like "hug" or "backrub") without consent or after a request to stop
- Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others
- Sustained disruption of online community discussions, in-person presentations, or other in-person events
- Continued one-on-one communication after requests to cease

- Other conduct that is inappropriate for a professional audience including people of many different backgrounds

Community members asked to stop any inappropriate behavior are expected to comply immediately.

Weapons Policy

No weapons are allowed at any Ruby Central, Inc. events or community spaces (ie. Meetups). Weapons include but are not limited to explosives (including fireworks), guns, and large knives such as those used for hunting or display, as well as any other item used for the purpose of causing injury or harm to others. Anyone seen in possession of one of these items will be asked to leave immediately, and will only be allowed to return without the weapon.

Commitment Toward Social Justice

Ruby Central is open to any questions and suggestions on how we could best ensure we are being inclusive to all. Email our DEI team at inclusivity@rubycentral.org and help us make our events a positive opportunity.

Admission of Minors for in-person events (under the age of 18)

Minors (under 18 years of age) are not able to register for Ruby Central conference events. Minors who are joining their parent or legal guardian to Ruby Central hosted conference events must be accompanied by their parent or legal guardian at all times while on-site during the entire duration of the conference event.

Enforcement

Violations of this Code of Conduct may result in actions deemed appropriate by Ruby Central, including but not limited to:

- Verbal or written warnings
- Temporary or permanent removal from online spaces
- Removal from events without refund
- Suspension or termination of volunteer, speaker, sponsor, or vendor participation
- Escalation to law enforcement where appropriate

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Ruby Central staff, designated moderators, and event organizers are empowered to interpret and enforce this policy. We reserve the right to take any action we deem necessary to protect the safety and well-being of the community.

Reporting and Response

Reports will be reviewed promptly and handled as confidentially as possible. Ruby Central will:

- Listen respectfully to all reports
- Evaluate the situation based on available information
- Take appropriate action to ensure community safety

Retaliation against individuals who report violations or assist in investigations will not be tolerated.

Contact Us

If you are being harassed, notice that someone else is being harassed, or have any other concerns regarding violations of this policy, please contact a member of Ruby Central staff immediately. Email us at: contact@rubycentral.org.

Having a safe environment for our conference participants -- in a physical or virtual setting -- is of paramount importance to us, and we value your help in creating this space.