

TECH WOMEN OF ATL

COMMUNITY GUIDELINES

Our Community. Our Culture. Our Responsibility.

Tech Women of ATL exists to create a welcoming, supportive, and intentional community where women across technology can connect, learn, grow, and build meaningful relationships.

Whether you're engaging with us online, attending an event, participating in membership programming, or joining us through a community partnership, we ask everyone in our spaces to help protect the culture we've built.

RESPECT THE COMMUNITY

Treat members, guests, volunteers, speakers, partners, and team members with respect.

Different backgrounds, career levels, industries, experiences, identities, and perspectives are welcome. Disrespect, personal attacks, intimidation, bullying, or deliberately disruptive behavior are never okay or accepted.

PROTECT THE SPACE

Tech Women of ATL is **intentionally** built as a community for women.

At select events and collaborations, we may welcome speakers, partners, sponsors, professionals, or guests from outside of our core community. We ask all guests to understand the space they are entering and respect its purpose.

Participation in a Tech Women of ATL space should contribute to and not overshadow, disrupt, or compromise the experience of the women the community was created to serve.

CONNECT WITH INTENTION

We encourage networking, introductions, collaboration, resource sharing, mentorship, and genuine relationship-building.

We do **not** welcome:

- Aggressive or unsolicited selling
- Repeated self-promotion or spam
- Pressuring attendees or members contact information, dates, or personal access
- Aggressive and/or unwanted advances towards attendees or members
- Using the community primarily to extract leads, customers, or contacts
- Repeated unwanted communication after someone has expressed disinterest

- Stalking or following attendees or members in or out of community events and venues
- Inappropriate communication and/or retaliation based upon disinterest, removal from conversation or avoidance

Respect boundaries always.

NO HARASSMENT OR DISCRIMINATION

Harassment, threats, intimidation, stalking, unwanted sexual attention, discriminatory conduct, hate speech, or degrading comments are not acceptable in our community.

Respect another person's physical, professional, and personal boundaries. If someone communicates that an interaction or behavior is unwanted, it should stop immediately.

- No unwanted advances, pressure, persistent communication, following, or stalking. If someone says no, declines, stops responding, ignores repeated outreach, or otherwise shows they are not interested in engaging, respect that boundary and do not continue pursuing contact.

If the communication is not appropriate for a work setting, it does not belong within the community's events.

RESPECT PRIVACY & CONSENT

Being part of our community does not automatically give anyone permission to share another person's personal information, private conversations, images, contact information, or experiences.

At events where photography or video is taking place, we will make reasonable efforts to communicate that clearly. Members should also respect requests from individuals who do not want to be personally photographed or recorded when feasible.

What is shared in a private or member-only space should not be redistributed outside of that space without appropriate permission.

COLLABORATE WITH RESPECT

When Tech Women of ATL collaborates with another organization, our community standards continue to apply within the experience we are helping create.

Partners, speakers, vendors, volunteers, sponsors, and invited guests are expected to treat our members respectfully and honor the purpose and boundaries of our community.

Likewise, we expect Tech Women of ATL members to extend respect to the communities, organizations, and professionals who welcome and collaborate with us.

BE MINDFUL OF THE COMMUNITY, NOT JUST THE RULES

A guideline cannot anticipate every situation.

Something does not have to be explicitly listed here to warrant attention. Conduct that compromises someone's safety, repeatedly makes others uncomfortable, disrupts the community, or conflicts with the spirit of the space may still be addressed by the Tech Women of ATL team.

SPEAK UP — WE WANT TO KNOW

If something happens that:

- Violates these guidelines
- Makes you feel unsafe or uncomfortable
- Involves inappropriate behavior toward you or another community member
- Raises a concern about a member, guest, partner, volunteer, or team interaction
- Or simply feels like something our team should be aware of

PLEASE tell us.

You do not need to determine whether something is “*serious enough*” before bringing it to our attention. We would rather know about a concern and have the opportunity to appropriately address it.

Reports will be handled as thoughtfully and discreetly as reasonably possible. Retaliation against someone for raising a good-faith concern is not acceptable.

OUR RESPONSIBILITY

Tech Women of ATL reserves the right to address conduct that conflicts with these guidelines. Depending on the circumstances, that may include a conversation, warning, removal from an event or online space, restriction from future programming, termination of membership, or another action or support for action we determine is appropriate.

Our goal is not to police every interaction. It is to intentionally protect the community, its members, and the culture we are building together.

Connect intentionally. Respect the space. Look out for one another.