

Code of Conduct

Introduction

Zindell Technologies, and life michael (its separated business unit) are dedicated to providing a harassment-free experience for the participants at all of the events they organize, including the conferences, meetups, courses, seminars and workshops organized by life michael (e.g. XtremeJS and XtremePython). These events provide their participants with the possibilities for professional networking and collaboration. These events aim at encouraging the professional growth of their participants through the social interaction and the professional training, such as talks and workshops, they provide. This professional growth is feasible when the environment allows it. Therefore, any participant (including speakers, attendees, volunteers, sponsors, exhibitors, and anyone else) should not engage in harassment in any form. This Code of Conduct might be revised at any time by Zindell Technologists, and the terms listed in this document are non-negotiable. When registering for any of the events organized by Zindell Technologies or life michael, it is an indication for your agreement to abide by the terms listed in this document.

Expected Behavior

All participants (in conferences and meetups organized by life michael and Zindell Technologies, Ltd.) are expected to behave in accordance with professional standards, and with the terms listed in this document. In addition, it is expected that each and every participant will behave in accordance with his (or her) employer's policies.

Unaccepted Behavior

Harassment will not be tolerated, including (but not limited to) harassment based on gender, gender identity, gender expression, disability, sexual orientation, physical appearance, body size, religion, race, age or any other status protected by laws that govern where the event takes place. Harassment includes (among others) the use of abusive, offensive or degrading language, stalking, intimidation, inappropriate physical contact, and unwelcome sexual advances or the inappropriate use of sexual words. Any report for harassment in any of the events (conferences, meetups, workshops, courses, seminars etc.) will be addressed immediately. When a participant is asked to stop his (or her) harassing behavior, he (or she) is expected to comply immediately. Anyone who witnesses or is subjected to harassment should notify the event organizer at once. You are also encouraged to contact Haim Michael at haim.michael@zindell.com. The participants should conduct themselves at all times in a manner that complies with both the letter and the spirit of this document, whether before, during or after the event. This includes content in social media and electronic communication.