Hue Design Summit, Code of Conduct, 2020

About
Hue Design Summit's goal is to provide an intentional and dedicated space for black designers to congregate together and celebrate the achievements, progress, nuances, and shared experiences found within this specific community. We strive to make sure that every environment that holds space for participation in these events feels inviting and intimate, especially for those who seek to connect in a predominantly-black space that is often different from their traditional academic / professional environment. To cultivate this sense of intimacy we believe that it is first important to ensure that the spaces we want our guest to occupy make them feel safe and valued. To ensure that this is made possible, we’ve outlined our policies for the following weekend with the expectation that they will be upheld.

Notably, Hue Design Summit has committed to the support of a specific identity in response to underrepresented support and visibility of black designers within academia and industry. This priority does not exclude individuals who do not racially identify as a member of the African diaspora, but does encourage a sense of mindfulness and sensitivity to those who belong to this community and desire to enter this space without having to censor elements of their identity which may otherwise be explicitly or implicitly discouraged in other venues but are not in violation of this code of conduct.

Scope and Application
All attendees, speakers, exhibitors, vendors, and special guests are required to abide by the following code of conduct with the understanding that these policies apply to any and all physical, virtual, or hybrid interactions which take place through Hue Design Summit-sponsored activity. This includes, but is not limited to, physical and virtual presentations, breakout sessions, one-on-one networking, public / private discussions held through Hue Design Summit-affiliated venues and platforms.

Standards of Behavior
We desire for our community to retain the inclusive, affirming, and supportive tone that has allowed for experiences at Hue Design Summit to remain positive, productive and memorable. To ensue this, encouraged behavior that contributes to this sense of comfort and safety include, but not limited to:

- Using language which is respectful, uplifting, and non-discriminatory.
- Demonstrating and communicating respect of other attendees' viewpoints, especially those that may be different from your own.
- Responding to constructive criticism or inquiry without demeaning or aggressive verbal remarks / body-language.
- A sense of consideration and empathy, through word and action, towards other participants present in every venue and platform.
- An interest in learning and engaging with content and dialogue presented while exercising a personal responsibility for understanding that does not require unwanted emotional labor or code-switching by any individual or group of individuals present.
Misconduct and Consequences of Misconduct

In contrast, there are actions and behavior that are in direct conflict to the environment that should be upheld at the Hue Design Summit. Participation of these unacceptable behaviors include, but is not limited to:

- Offensive or discriminatory behavior / language related to race, religion, color, national origin, sexual orientation, gender expression or identity, transgender status, age, disability, veteran or martial status, or any other protected categories under applicable law.
- Verbal and visual harassment, such as unwanted sexual language or sexual images, including slide decks, photography, video recording and/or the sharing of any related, explicit content even if presented in a joking or ironic manner.
- Bringing on-site or virtually displaying any items which can be classified as an illegal substance and/or could be used as a weapon, which may threaten or harm others.
- Exhibiting disorderly conduct, including, but not limited to, abuse of controlled substances, overt-drunkenness, or public indecent behavior.
- Intimidation, trolling, bullying, derogatory comments, or personal attacks either made online and/or in-person.
- Deliberate or repeated disruption of talks, sessions, or event-sponsored activities.
- Capturing, recording, misappropriating, or publishing of any media or personal data, produced by any attendee or facilitator, without their expressed consent.
- Any falsification of identifying information or the sharing of event-specific information with the intent to provide access to unregistered / unaffiliated individuals as well as any action which may impede the access of registered / affiliated individuals to Hue Design Summit activities.
- Failure to follow any additional rules and regulations specified by any associated event venue, online platform, or instructions provided by event speakers, exhibitors, vendors, or facilitators.
- Any other illegal activity not already covered but would be considered inappropriate or hostile in a social-professional setting.

Each event guest is entirely responsible for their own actions and any displays of unacceptable behavior will not be tolerated. If any participant is found violating this code of conduct they are subject to any action that Hue Design Summit may deem warranted, from an issuing of a warning to immediate expulsion from any and all events/activities, either temporarily or indefinitely, with no refund.

Reporting Misconduct

If you are subjected to misconduct, witness someone else being subjected to unacceptable behavior, or have any other concerns relating to language or behavior which violates this code of conduct but is not explicitly outlined, please contact a member of the event team immediately at hi@huedesignsummit.com. If this violation was not witnessed in-person, we encourage individuals to provide some documentation to ensure that our team can immediately identify the violation and the individual in violation. Please be assured that there will be no retaliation.
against any individual who provides a report of misconduct in good faith; discretion will be exercised on behalf of those making reports and confidentiality of identity will be respected to the extent possible. Hue Design Summit will be happy to do whatever we can to help those experiencing a lack of safety or comfort for the duration of the summit. We value your attendance. Thank you for helping make this a welcoming, safe, and friendly event for all.

The Hue Design Summit Code of Conduct may be revised at any time by Hue Collective / Hue Design Summit and the terms are non-negotiable.