CG Week Code of Conduct

CG Week is dedicated to providing an environment that is free from harassment, bullying, discrimination, and retaliation for all participants, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), or technology choices.

Bullying, intimidation, personal attacks, harassment, sustained disruption of talks or other events, and behavior that interferes with another's full participation will not be tolerated. Sexual language and imagery is not appropriate for any conference venue.

CG Week participants violating these rules may be sanctioned or expelled from the conference without a refund at the discretion of the conference organisers.

Resources

SafeTOC advocates are available to help if you have any questions, concerns, or issues:

▷ Benjamin Burton (bab@maths.uq.edu.au)

▷ Erin Chambers (erin.chambers@gmail.com)

▷ Anne Driemel (driemel@cs.uni-bonn.de)

▷ Jeff Erickson (jeffe@illinois.edu)

You can also contact any local organizer or any member of the Steering Committee.

SafeTOC at CG Week 2021

Jeff Erickson

University of Illinois at Urbana-Champaign

June 9, 2021

SafeTOC

Volunteer initiative to help prevent and combat harassment in the Theory of Computing community.

We provide support to people who have experienced *any* type of harassment in a professional capacity.

We also provide guidelines for organizers to help ensure that conferences are safe and welcoming for all participants.

▷ Codes of conduct

▷ Conflicts of interest for reviews

▷ Trained advocates for support and advice

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How *you* can help

If you see someone being harassed, one action is to simply ensure that the target is safe. For example:

- ▷ Join the conversation between the offender and their target.
- ▷ Cause a distraction; for example, ask the offender a question.
- ▷ Separate the people; for example, find a reason to call the target away.

If there is an opportunity, you can also **ask the target if they are OK and just listen**. If they wish, you can take them to an organizer or SafeToC advocate who you trust for support.

How *you* can help

If you witness harassing behavior, such as sexist or racist jokes, even if there is no obvious victim present, it often helps to speak up. Offenders need to hear from their peers that this is not okay.

If you are not comfortable confronting them directly, you can take other actions to defuse the situation and/or ask an organizer or SafeTOC advocate for help.

Address effects, not intentions. Much harassment is simple thoughtlessness, or can even be unintentional, due to language or cultural differences. Respectfully calling out unacceptable behavior in the moment can be an important part of changing culture.

How *you* can help

You don't have to be a SafeTOC advocate!

Situations like this can be uncomfortable and messy. Like everything else, they can take practice to deal with effectively.

Conflicts of Interest

SafeTOC advocates also help manage potential conflicts of interest between authors and reviewers.

▸ From the SoCG call for papers:

> *If an author has a conflict of such nature with a potential reviewer, and the author has sufficient grounds to believe that the review would be negatively biased, then the author is asked to declare this conflict by contacting a [SafeTOC] advocate, such as Anne Driemel, who will treat any supporting information confidentially.*

▸ At other theory conferences: Authors declare COIs with PC members and vice versa (without declaring reasons), and advocates help to confidentially resolve discrepancies.

SateTOC Advocates

Advocates for CG Week 2021:

- ▷ Benjamin Burton (bab@maths.uq.edu.au)
- ▷ Erin Chambers (erin.chambers@gmail.com)
- ▷ Anne Driemel (driemel@cs.uni-bonn.de)
- ▷ Jeff Erickson (jeffe@illinois.edu)

Advocates offer advice and support to community members who experience or witness harassement.

We cannot handle official complaints, perform investigations, or issue disciplinary action, but we can provide information about available processes for such actions.

More Information

- CG Week Code of Conduct:
  - https://www.computational-geometry.org/codeofconduct.html

- SafeToC web site:
  - http://safetoc.org

- Helpful resources from ACM SIGARCH CARES:
  - https://www.sigarch.org/benefit/cares/cares-resources/