

Cassandra Days | Anti-Harassment Policy

Note: unless stated otherwise, this policy applies to any DataStax sponsored "Cassandra Day" event held in-person at any location for the whole duration of the event and any subsequent interaction stemming from it. Participation in the event, whether as a contributor or a speaker, implies acceptance of the following policy in its entirety. This policy is based on the [Apache Software Foundation anti-harassment policy](#).

Cassandra Days are dedicated to providing a harassment-free experience for everyone. We do not tolerate harassment of participants in any form. Participants violating these rules may be sanctioned or expelled, at the discretion of the event organizers.

Harassment includes offensive verbal comments, deliberate intimidation, stalking, following, unwanted photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention. Participants asked to stop any harassing behaviour are expected to comply immediately.

Sexual language and imagery will not be tolerated in any event venue, including talks. Event staff (including volunteers) should not use sexualised clothing/uniforms/costumes, or otherwise create a sexualised environment.

If a participant engages in harassing behaviour, the organizers may take any action they deem appropriate, including warning the offender or expulsion from the event without a refund. We expect participants to follow these rules at all event venues and related social events.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of the event team immediately. The team can be found at the registration desk or at the stage and is readily identifiable by the badge they'll wear at all times.

The event team will be happy to help participants contact hotel/venue security (as available) or local law enforcement, provide escorts to walk you to/from your room/car/taxi/etc, or otherwise assist those experiencing harassment to feel safe for the duration of the event. We value your attendance.

- The event team can be contacted at cassandra.days@datastax.com.
- The event team can be found on the event day at the registration desk near the venue entrance and on the stage.