



Technology Tools for Today

Code of Conduct

All attendees, speakers, sponsors, journalists, guests and volunteers at the T3 Conferences are required to agree with the following code of conduct. Organizers will enforce this code throughout the event. We expect cooperation from all participants to help ensure a safe environment for everybody.

Technology Tools for Today (T3) is dedicated to providing a harassment-free conference experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), business model and/or technology choices. We do not tolerate harassment of conference participants in any form. Demeaning others in any form, be it words or imagery is not appropriate for our conference venues; this includes presentations and panel talks, workshops, parties, hallway conversations, social media, blog posts, website or online forums, etc. Conference participants violating these rules may be sanctioned or expelled from the conference without a refund at the discretion of the conference organizers.

Harassment includes offensive verbal comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, business model and/or technology choices, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other T3 events, inappropriate physical contact, and unwelcome sexual attention. Participants asked to stop any harassing behavior are expected to comply immediately.

Sponsors are subject to this policy and protected by it. Sponsors should not use sexualized images, activities, or other material. Booth staff (including volunteers) should not use sexualized clothing/uniforms/costumes, or otherwise create a sexualized environment.

If a participant engages in inappropriate or harassing behavior, the conference organizers may take any action they deem appropriate, including warning the offender or expulsion from the conference with no refund. Being tired, drinking alcohol, hearing others say and do inappropriate things, etc. are NOT a valid excuse.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of conference staff immediately. Conference staff will be at the registration desk. Conference staff will be happy to help participants contact hotel/venue security or local law enforcement, or otherwise assist those experiencing harassment to feel safe for the duration of the conference. We value your attendance and want everyone to have a pleasant, productive and business professional experience.