

Code of Conduct

Design Terminal

The organizers, BlackRock and Design Terminal, are organizations whose mission is to embrace innovation and empower ourselves others to improve our local community through technology. We're committed to providing a safe and welcoming space, without regard to age, gender, race, ethnicity, nationality, sexual orientation, gender identity, gender expression, mental or physical disability, physical appearance, neuro(a)typicality, religion, level of knowledge, level of experience, parental status, marital status, socioeconomic status or background, political affiliation, or any other attribute.

As the organizers of BlackRock Hackathon, we believe that the below principles are essential to maintaining this environment.

Applicability

This code of conduct serves to ensure that everybody and anybody who wishes to participate is able to do so. Further, it applies to online activities related to BlackRock Hackathon, including postings on social media platforms and Slack.

Principles

Do Not Harass

Be respectful. Harassment and abuse are never tolerated. We stand for inclusivity. We believe that every single person has the right to hack in a safe and welcoming environment. Harassment includes but is not limited to offensive verbal or written comments related to gender, age, sexual orientation, disability, physical appearance, body size, race. Participants asked to stop any harassing behavior are expected to comply immediately. Sponsors, judges, mentors, volunteers, organizers, staff and anyone else at the event are also subject to the anti-harassment policy.

Respect the Opinions and Abilities of Others

BlackRock Hackathon is designed as a place for people all of different skill levels and approaches to meet and work together toward common goals. As a result, we do not expect that everybody will share the same opinion. However, we do expect that disagreement is done respectfully.

Additionally, we expect that members will educate others respectfully. To this end, do not assume anybody else's level of expertise or knowledge. Do not belittle a lack of information, or insist on unnecessary precision. We are all learning, so afford others—as well as yourself—room to grow.

Build With, Not For

Work to ensure that the community is well-represented in all stages of development. Seek out those who are under-represented, and remove barriers to access. Listen as much—or more—than you speak, and give full consideration to all ideas, even if they seem improbable at first.

Empower, Experiment, and Find a Way for Everybody to Contribute

When more people share their knowledge and skills, they give a project a greater chance to succeed. When somebody shows up with an unusual skill, look for ways to fit them into the team rather than reasons why it wouldn't work. Experiment with new approaches, and don't be afraid to try something that might not work.