

CODE OF CONDUCT

Elevate Women Global Hackathon 2026

Version 1.0 — 14 August 2026

1. Purpose and Scope

This Code of Conduct applies to every Participant and to all Hackathon-related activity, including registration, official communication channels, online sessions held through Zoom, Google Meet, or another platform announced through the Official Channels, mentoring, Team formation, project development, Submission, judging, winner verification, and related interactions. Capitalized terms have the meanings given in the Official Rules.

The Hackathon is committed to a professional, safe, accessible, inclusive, and harassment-free environment for eligible individuals of all genders and backgrounds.

2. Expected Conduct

Participants must communicate respectfully; follow reasonable instructions from the Organizer and authorized moderators; respect different perspectives, identities, boundaries, and accessibility needs; give accurate attribution; protect confidential and personal information; use event platforms and technology responsibly; and raise safety or integrity concerns in good faith.

Constructive disagreement about ideas is welcome. Personal attacks, intimidation, humiliation, hostile conduct, and retaliation are not.

3. Prohibited Conduct

Prohibited conduct includes harassment; discrimination; sexual harassment or unwanted sexual attention; threats or encouragement of violence; stalking, doxxing, or publication of private information; bullying or repeated unwelcome contact; deliberately offensive or degrading language or imagery; retaliation against a person who reports or supports a concern; impersonation or materially false statements; disruption of sessions or Team work; unauthorized recording; malicious code, credential theft, unauthorized access, surveillance, or interference with systems; and conduct that materially threatens safety, fairness, legal compliance, or the Hackathon's integrity.

Discrimination or harassment based on sex, gender, gender identity or expression, sexual orientation, race, color, ethnicity, nationality, citizenship, religion or belief, disability, age, marital or family status, or any other status protected by applicable law is prohibited.

4. Integrity, Originality, and Permitted Tools

Submissions must accurately identify Team members and reflect their work, except for properly disclosed and lawfully used third-party materials and permitted assistance. Plagiarism, cheating, fabricated claims, undisclosed external contributors, collusion intended to manipulate judging, and interference with another Team are prohibited.

AI tools and lawful pre-existing resources may be used as permitted by the Official Rules. Significant AI use must be disclosed where requested. Participants remain responsible for accuracy, originality, licenses, data, models, APIs, security, privacy, and all output included in a Submission.

5. Privacy, Confidentiality, and Recording

Participants must not collect, publish, disclose, or misuse another person's personal, sensitive, confidential, or proprietary information without an appropriate lawful basis and permission. Audio, video, screenshots, photographs, or transcripts of non-public interactions may not be created or shared without authorization from the Organizer and any consent required by law.

Participants must not submit employer-confidential, client-confidential, or other restricted material. Privacy questions are governed by the Hackathon Privacy Notice.

6. Reporting a Concern

Concerns may be reported to the Organizer through the designated conduct-reporting channel or at hello@elevatewomen.ai. A report should include, where reasonably possible, the persons involved, what occurred, when and where it occurred, available evidence, and any immediate safety or accessibility need.

Reports will be handled as discreetly as reasonably possible, but confidentiality cannot be guaranteed where disclosure is necessary to investigate, protect people, ensure fairness, or comply with law. Knowingly false or malicious reports may themselves violate this Code; an unsubstantiated good-faith report does not.

7. Response, Review, and Enforcement

Reports will be reviewed by a small review group appointed by the Organizer. A reviewer with a material conflict of interest must not participate in the decision. The group may seek information from the reporter, affected persons, witnesses, Team members, platform providers, or other relevant sources and may take interim measures while reviewing the matter.

Anonymous reports are accepted, but the inability to ask follow-up questions or verify evidence may limit the available response.

The Organizer may take proportionate action, including guidance, warning, content removal, communication restrictions, removal from a session or channel, suspension, Team-level measures, disqualification, result revocation, Prize recovery where legally possible, referral to a platform or competent authority, or a ban from future events.

The Organizer may take immediate interim measures where reasonably necessary for safety, privacy, evidence preservation, or event continuity. In deciding an outcome, the review group may consider severity, urgency, impact, intent, recurrence, available evidence, cooperation, and whether a Team benefited or failed to act.

A Participant directly affected by a final disqualification or result-revocation decision may submit one written request for reconsideration to hello@elevatewomen.ai within three (3) calendar days after notice. The request must identify a material factual error, new evidence that could not reasonably have been provided earlier, or a serious procedural issue. Reconsideration is not a new hearing and does not guarantee a different outcome. The Organizer may appoint an unconflicted reviewer and the resulting decision is final, subject to mandatory law.

Where appropriate and safe, the affected person may be informed that the report was reviewed and that action was taken, without disclosure of confidential details.

8. Non-Retaliation and Emergency Matters

Retaliation against anyone who raises a good-faith concern, requests an accommodation, participates in a review, or declines optional data sharing is prohibited.

This reporting process is not an emergency service. A person facing immediate danger should contact the relevant local emergency service or platform safety function.

9. Relationship to the Official Rules

This Code is incorporated into the Official Rules. If there is a conflict, the Official Rules govern participation and administration, while this Code governs conduct and safety procedure, subject to mandatory law.

10. Contact

Conduct reports and questions: hello@elevatewomen.ai