
encuentro colombiano de combinatoria

community agreement

A rewarding experience for all. The Encuentro Colombiano de Combinatoria aims to offer a rewarding, challenging, supportive, and fun experience to **every** participant. We will build that rich experience together by devoting our strongest available effort to all ECCO activities. Please be prepared to take an active, patient, and generous role in your own learning and that of the other participants.

A welcoming experience for all. ECCO is committed to creating a professional and welcoming environment that benefits from the diversity of experiences of **all** its participants. We will not tolerate any form of discrimination or harassment. We aim to offer equal opportunity and treatment to every participant regardless of their mathematical experience, gender identity, nationality, race or ethnicity, religion, age, marital status, sexual orientation, disability, or any other factor.

Behavior or language that is welcome or acceptable to one person may be unwelcome or offensive to another. Consequently, we ask you to use extra care to ensure that your words and actions communicate respect for others. This is especially important for those in positions of authority or power, since individuals with less power have many reasons to fear expressing their objections regarding unwelcome behavior.

If a participant engages in discriminatory or harrassing behavior, ECCO organizers may take any action they deem appropriate, from warning the offender to immediately expelling them from the event.

If you are being harassed, you feel uncomfortable with the way you are being treated, you notice that someone else is being harassed, or you have any other concerns, please contact Carolina Benedetti or Federico Ardila immediately. If you prefer not to speak in person, you can e-mail us (anonymously, if you wish) at caro.benedetti@gmail.com, federico@sfsu.edu, or at the account eccoconfidencial@gmail.com which only Federico and Carolina have access to. All reports will be handled in the strictest confidentiality.

Acknowledgment. Parts of this agreement are based on statements by the Association for Women in Mathematics and the XOXO Festival, and on <http://confcodeofconduct.com>.