HackYourFuture - Code of Conduct

A shared agreement for a safe, respectful, and successful learning journey

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Why this Code of Conduct exists

HackYourFuture is a learning community built on trust, respect, and collaboration. This Code of Conduct explains what we expect from each other, so everyone feels safe, supported, and able to grow.

By joining HackYourFuture, you agree to follow these principles throughout your participation in all HackYourFuture activities, both online and offline.

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1. Respect & Inclusion

We are a diverse community. Everyone deserves to feel welcome.

- Treat fellow participants, mentors, volunteers, staff, and partners with respect.

- Discrimination, harassment, bullying, intimidation, or hate speech of any kind is not acceptable.

- Be mindful of how your words and actions affect others.

- If someone indicates that your behaviour made them uncomfortable, take this seriously and adjust your behaviour accordingly.

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2. Learning Together

HackYourFuture is about learning, not perfection.

- Collaborate before escalating conflicts: talk first, ask questions, and seek

understanding.

- Give and receive feedback respectfully and constructively.

- Support others in their learning journey and ask for help when you need it.

- If a conflict cannot be resolved through conversation, contact the HackYourFuture team.

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3. Safety & Privacy

We want everyone to feel safe — both online and offline.

- Ask for permission before taking photos, screenshots, or recordings of others.

- Respect privacy and confidentiality in all learning environments.

- If you notice unsafe behaviour, someone in distress, or a serious issue, inform the HackYourFuture team as soon as possible.

- Privacy and data protection are handled in accordance with HackYourFuture's Privacy Policy.

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4. Commitment & Responsibility

HackYourFuture programmes are intensive and require commitment.

- Treat the Programme as a professional responsibility, not a casual course.

- Attend sessions, meet deadlines, and communicate clearly if you are unable to participate.

- Check your email and Slack regularly, as these are HackYourFuture's primary communication channels.

- If you are struggling or falling behind, inform the team as early as possible so support can be provided.

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5. Honest Learning (Academic Integrity)

Learning is meaningful only when the work reflects your own effort and understanding.

- Do not submit copied work as your own.

- If you reuse code, text, or ideas, clearly mention the source and explain your contribution.

- AI tools (such as ChatGPT) may be used to support learning (for example, explanations or language support), but not to complete assignments on your behalf.

- Submitting AI-generated work as your own **without disclosure** is considered plagiarism.

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6. Participation & Professional Growth

HackYourFuture prepares participants for a professional role in the tech industry.

- Participate actively in learning activities such as workshops, mock interviews, meetups, and career modules.

- Be open to feedback; it is an essential part of professional growth.

- Eligibility for graduation or certification depends on consistent effort, skills development, and professional behaviour throughout the Programme.

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7. Municipality & Welfare Responsibilities

If you receive support from a municipality or other welfare organisation:

- Inform your contact person about your participation in HackYourFuture. Letters can be provided by HackYourFuture if required.

- Ensure that your municipality or organisation agrees with and supports your participation and any internship or job-placement plans.

- This helps prevent misunderstandings and ensures appropriate external support.

8. When Things Go Wrong

HackYourFuture aims to address issues fairly, proportionately, and transparently.

- If this Code of Conduct is violated, HackYourFuture reserves the right to take appropriate measures.

- Measures may include a warning, additional guidance, temporary suspension, or — in serious or repeated cases — termination of participation.

- Complaints are handled confidentially and in accordance with HackYourFuture's formal Complaints Procedure, as described in the General Terms and Conditions.

9. Shared Responsibility

HackYourFuture is a non-profit organisation supported by volunteers, partners, and sponsors.

- We succeed when participants succeed.

- Finding an internship or job is a shared responsibility.

- HackYourFuture commits to providing guidance and support, and

participants are expected to commit fully in return.

Final Note

If anything in this Code of Conduct is unclear, please ask for clarification before agreeing to it. We want you to feel informed, confident, and supported.

Together, we create a respectful, safe, and empowering learning environment.