

We are committed to providing a friendly, safe and welcoming environment for all, regardless of gender, sexual orientation, ability, ethnicity, socioeconomic status and religion (or lack thereof).

This Code of Conduct outlines our expectations for all those who participate in our community. We invite all participants in our community to help us create safe and positive experiences for everyone.

### Open [source/culture/tech] citizenship

A supplemental goal of this Code of Conduct is to increase open [source/culture/tech] citizenship by encouraging participants to recognize and strengthen the relationships between our actions and their effects on our community.

Communities mirror the societies in which they exist and positive action is essential to counteract the many forms of inequality and abuses of power that exist in society.

If you see someone who is making an extra effort to ensure our community is welcoming, friendly, and encourages all participants to contribute to the fullest extent, we want to know.

### Expected Behavior

- Be mindful of the different backgrounds, cultures, experiences, motivations that each of us bring.
- Participate in an authentic and active way. In doing so, you contribute to the health and longevity of this community.
- Exercise consideration and respect in your speech and actions.
- Attempt collaboration before conflict.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Be mindful of your surroundings and of your fellow participants. Alert community leaders if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, even if they seem inconsequential.
- Be mindful of the potential biases, inequalities and ethical implications of your work and research, including the use of technology developed, the processes of research, collaboration with others and potential power dynamics at play, etc.

### Unacceptable behavior

Unacceptable behaviors include: intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech or actions by any participant in our community online, at all related events and in one-on-one communications carried out in the context of our group activities or research.

### Harassment includes:

- harmful or prejudicial verbal or written comments related to gender, trans status, sexual orientation, physical appearance, body size, technical choices, lack of technical knowledge, ability, ethnicity, socioeconomic status, religion (or lack thereof) and other personal conditions and choices
- trolling, i.e. sustained disruption of conversations, talks or other events
- nonconsensual photography or recording
- inappropriate use of nudity and/or sexual images in public spaces (including presentation slides)
- deliberate intimidation, stalking or following
- non-consensual physical contact
- unwelcome sexual attention
- microaggressions, i.e. small, subtle, often subconscious actions that marginalize people from oppressed groups
- minimizing other people's experiences

### Consequence for violation of the Code of Conduct

Unacceptable behavior from any community member, including sponsors and those with decision-making authority, will not be tolerated. Anyone asked to stop unacceptable behavior is expected to comply immediately.

If a community member engages in unacceptable behavior, the community organizers may take any action they deem appropriate, up to and including a temporary ban or permanent expulsion from the community without warning (and without refund in the case of a paid event).

If you witness or are subject to unacceptable behavior  
If you are subject to or witness unacceptable behavior, feel someone is being treated disrespectfully, or have any other concerns, point out the problem to any member you feel comfortable talking to as soon as possible and / or notify someone from the organizing team at [insert contact info].