Communities for Open Research Synthesis

Code of Conduct

Overview

Introduction

The CORes team and community comprises individuals with diverse backgrounds, and we are confident that our COReS community members, just like us, will actively engage in creating an open and welcoming environment. Participation in our initiative and community should be a harassment-free and supportive experience for everyone, regardless of education, level of experience, socio-economic status, nationality, citizenship, ethnicity, race, religion, political belief, family status, personal appearance, age, body size, mental and physical ability, gender identity and expression, sex characteristics, or sexual identity and orientation.

This Code of Conduct applies equally to all COReS team and community members, regardless of their position, career stage, or extent of involvement. Each member plays a crucial role in upholding these standards, ensuring that our COReS community remains a supportive and welcoming space for everyone involved.

Expected behaviour

The following behaviours are expected and requested of all COReS team and community members:

- **Use welcoming and inclusive language**. Derogatory language and personal attacks in any form of communication are unacceptable. Do not use demeaning, discriminatory or harassing speech. Be aware how your choice of words may affect others. Consider that for some team and community members English is a second, third (or even fourth) language.

- **Be respectful of different viewpoints and experiences**. Value each other's contributions. Do not engage in behaviour that is racist, ableist, ageist, sexist, homophobic, transphobic, or otherwise exclusionary.

- **Accept constructive criticism**. Everyone is expected to participate in constructive communication. Be clear and constructive in your communication. Within academic discussion, criticism should target ideas and never the people behind the ideas.

- **Respect the privacy of others**. Do not share personal ideas and experiences of others without their permission. Do not share or threaten to share personal identifiable information of others without their consent, as this is a form of harassment. Do not take videos or photos of others without their knowledge and permission.

- **Maintain professional interactions and do not harass**. Ensure that others can work safely and effectively around you. Ask the people around you, if you are unsure if your behaviour towards them is welcome. Be aware that consent is not implied, but must be explicit and made consciously. Be mindful of the boundaries set by others. Harassment includes unwanted physical or repeated social contact, and unwanted sexual attention.

- **Do not act as a bystander**. Take action if you notice someone in distress, inappropriate behaviour, or a violation of this code. If you do not feel safe or comfortable intervening directly, please contact the COReS [Code of Conduct response team](#) and ask for support.

Unacceptable behaviour

Examples of unacceptable behaviour by COReS team and community members include:

- Inappropriate use of sexualised language or imagery
- Unwelcome sexual attention, which includes inappropriate touching or groping, unwelcome sexual advances
- Engaging in trolling
- Using insulting or derogatory language
- Making racist, ableist, ageist, sexist, homophobic, transphobic, or otherwise exclusionary jokes or comments
- Launching personal or political attacks
- Acts of harassment, whether in public or private
- Sharing or threatening to share someone else's private information, like a physical or electronic address, without obtaining explicit permission
- Instigating fear for someone's safety, which may involve actions like stalking, pursuing, or intimidating (online or in person)
- Expressing violent threats or using aggressive language aimed at another individual
- Encouraging or provoking acts of violence, suicide, or self-harm
- Dissemination or displaying of violent or sexually explicit material
- Unacceptable or unlawful use and distribution of intellectual property
- Other behaviours that could reasonably be seen as inappropriate in a professional environment
- Promoting or encouraging any of the behaviours mentioned above

Reporting and enforcement

We want all COReS team and community members to feel safe and welcome. Please report any instances of abusive, threatening, exclusionary or otherwise unacceptable behaviour to the COReS Code of Conduct response team (see section "Contact for Reporting".). You do not need to be directly involved in an

incident violating the Code of Conduct to make a report. Please submit a witness report, if you have observed or become aware of someone in distress, a potentially threatening situation, or other unacceptable behaviour.
The CoReS response team will review and investigate all reports of unacceptable behaviour in a timely manner. Appropriate and necessary corrective measures will be taken according to the specific circumstances. The CoReS response team is required to maintain confidentiality concerning the person who reports an incident.

Please include the following points in your report:

- **Your contact information**. Please provide your name, email address, or any other relevant contact details. This allows the CoReS response team to reach out to you for additional information or needed clarification. If you would prefer to report an incident anonymously, please use the contact form provided on the CoReS website.
- **Date and time of the (witnessed) incident**. Specify when the violation has occurred or when you became aware of it for the first time.
- **Location and/or context of the incident**. Describe where the incident took place, whether it's an online platform, in person event, or any other relevant setting (e.g., during a professional discussion on Zulip, during a collaboration team meeting).
- **Details of the incident**. Please describe the incident, including whether the incident is ongoing, what has happened, who was involved, and any witnesses present (and their contact details if known). We are aware that it may be difficult to recall this situation, but providing as much context and information as possible helps the CoReS response team to more clearly understand the situation.
- **Evidence**. If you have any evidence of the incident, such as screenshots or chat logs, please include them with your complaint. This can greatly assist the CoReS response team in their investigation.

- **Additional comments**. Please provide any other relevant details and information the COReS response team should be aware of.
- **Consent to investigate**. Confirm your consent for the COReS response team to investigate the complaint and take appropriate action.

Remember to be clear, concise, and factual when providing this information in your report. This ensures that the COReS response team can effectively address your complaint and take appropriate and necessary actions.

1. **Contact for reporting**

If you have directly encountered or witnessed abusive, threatening, exclusionary, or otherwise unacceptable behaviour as stated in our Code of Conduct, please report it immediately to the COReS response team at friederike-elisabeth.kohrs@charite.de or alexandra.bannach-brown@charite.de.

2. **Consequences of unacceptable behaviour**

The COReS Code of Conduct response team is responsible for outlining what constitutes acceptable and unacceptable behaviour for community members. Further, they will respond with appropriate corrective measures when addressing any instances of behaviour that are not in line with our Code of Conduct.

We expect COReS members who have been asked to stop unacceptable behaviour to comply immediately.

The COReS Code of Conduct response team has the right and the responsibility to remove or reject comments or other contributions and outputs that do not follow the Code of Conduct. They may also warn or ban (temporarily or permanently) any community members for behaviours that are deemed inappropriate, threatening, offensive, harmful, or in any way exclusive and not aligned to our Code of Conduct.

3. **Appealing a decision**

Official appeals to a Code of Conduct incident decision can be submitted to the COReS response team. An appeal must include new information for review.

4. **False reporting**

Any COReS members who abuse the reporting process through false reporting will be considered as violating the Code of Conduct and will be subject to the same consequences as stated above. False reporting with the purpose of retaliation, exclusion, or slander is not acceptable and will not be tolerated.

Scope

COReS team and community members are expected to follow the expected behaviour as outlined here. The Code of Conduct applies within all of the COReS initiative's spaces, virtually and in person. This includes the posting of content, interactions with others, and participating in community events. The Code of Conduct also applies when individuals represent the initiative or its community in public spaces.

Attribution

This Code of Conduct is adapted from the [Contributor Covenant Code of Conduct](#) (version 1.4), [The Turing Way Code of Conduct](#), [Zulip Code of Conduct](#), and [IARPC Collaborations Code of Conduct](#). Additional information is adapted from [Principles of Collaboration: Working Together for Cochrane](#).

Feedback and continuous improvement

The COReS Code of Conduct is not a static set of rules, but it is open to evolve based on the input and experiences of our COReS members. You are welcome to suggest updates or clarifications by contacting the COReS Code of Conduct response team at [friederike-elisabeth.kohrs@charite.de](#) or [alexandra.bannach-brown@charite.de](#).