

# OSGeo Oceania: Code of Conduct

## Document history

Version	File name	Status	Date ratified
V1.0	OSGeo Oceania Terms of Reference v1.0 2018-12-17	In progress	2020-08-14
V2.0	OSGeo Oceania Code of Conduct v2.0 2020-09-17	In progress	



## Definitions

OO	OSGeo Oceania Limited
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## Overview

The purpose of OSGeo Oceania Limited (OO) is to support and grow the open geospatial community in the Oceania region, including the oversight and stewardship of a FOSS4G SotM Conference series. OO is a local chapter of Open Source Geospatial Foundation (OSGeo).

This Code of Conduct helps to establish a level of behavior expected by its community when undertaking activities associated with the OO Terms of Reference.

All current and new OO members are expected to read and understand this Code of Conduct. All coordinated activity organisers are to use this as part of their planning along with the [Berlin Code of Conduct](#) and the current FOSS4G Oceania Event Code of Conduct.

## Diversity Statement

OSGeo Oceania welcomes and encourages participation by everyone. We are committed to being a community that everyone feels good about joining, and we will always work to treat everyone well. No matter how you identify yourself or how others perceive you: we welcome you.

## Documents

- [Berlin Code of Conduct](#) a community managed code of conduct recommended for events
- [Contributor Covenant](#) a code of conduct for open source projects
- [OSGeo Code of Conduct Version 1.0](#) initial OSGeo code of conduct approved May 2015
- [OSGeo Oceania Terms of Reference](#).

## Expected Behaviour

- Be courteous and professional
- Be accountable for your actions
- Ensure there is transparency around your actions
- Declare Conflict of Interests
- Mentor where you can
- Be open to helping others
- Contribute in some way or form to the community

- Do not come in with an intention to solicit work. Your personal and professional reputation in the community along with your skills will do this alone. Concentrate on building friendships, sharing and learning
- Be respectful
- Choose your words carefully: filter your words and actions – watch for ‘off the cuff’ comments or words said in emotion. Whilst we are a community we are also a community of professionals.
- Treat all equally and fairly
- Shut down any harassing behavior
- If you see something, say something
- Apply this Code of Conduct to all interactions with the OS Community

## Activities

OO and its members as part of normal community business undertake various activities including conferences, meetings, working groups, special interest groups and forums. This list is not exhaustive and any activity that receives support from OO or can reasonably be identified as part of normal OO business is required to adhere to this Code of Conduct.

## Dealing with behavior that breaks this code of conduct

If you believe someone is breaking this code of conduct, the following options are available to you. Note these are not listed in a priority order, you must do what you judge to be fitting to the situation.

### **Inform the offender using the Code of Conduct**

Reply to the offender and point to this code of conduct. Such messages may be in public or in private, whatever is most appropriate. Assume good faith; it is more likely that participants are unaware of the impacts and perception of their behaviour than that they intentionally try to degrade the quality of the activity.

### **Notify OSGeo Oceania**

Should there be difficulties in dealing with the situation, you may report your concerns to activities staff, a forum leader or the OO Board (refer to the Reporting section below).

### **Notify your local law enforcement**

If you feel your safety is in jeopardy, please do not hesitate to contact the police by dialing the emergency code in your region.

# Reporting

## Why you should report

Reporting an incident informs the offender that what has occurred is unacceptable and may stop further repeats of the behavior. It allows the community to evolve in a manner that reflects what is acceptable in society at the time.

## Contact

To privately email the Code of Conduct Committee leadership please contact the OO Chair or Deputy Chair listed on the [OSGeo Oceania Wiki](#).

## Guidelines

As OO activities can be held in person and in the digital ecosystem, there are different approaches to reporting. Use the one that best suits the situation.

When reporting the event, try to include as much information as available. The important information consists of:

- Date/time and location of the incident
- Identity of victims, responsible individuals, and witnesses, including names & contact details where possible.
- A description of the incident, including any evidence of text or images (screenshots).

### For in person activities

Do not interview people about the incident – a representative of OO will assist you in writing the report/collecting information.

Additionally, community organizers are available to help community members engage with local law enforcement or to otherwise help those experiencing unacceptable behavior feel safe.

If everyone present is physically safe, organisers will involve law enforcement or security only at a victim's request.

### For online events

Establish contact with a representative of OO who was present during the event. They will assist you in writing the report/collecting information.

If the alleged perpetrator is the only representative of OO, or there is no representative of OO, then find support within the community to assist the report.

## Consequences of Unacceptable Behaviour

OO, under their Constitution (c 32), can implement appropriate disciplinary action or expel Members. This allows for serious or persistent offenders to be expelled from the event or forum by event organizers or forum leaders.

## Unacceptable Behaviour

Unacceptable Behaviour is actions that break this Code of Conduct. This includes behavior that goes against The [OS Definition](#) and against Harassment Guidelines.

### OS Definition

The Open Source Initiative defines Open Source with the following criteria:

- Free Redistribution
- Inclusion of and distribution of Source Code
- Allow for modifications and derived works
- Integrity of The Author's Source Code
- No discrimination against Persons or Groups
- No discrimination against fields of endeavor
- Distribution of Licence
- Licence must not be specific to a product
- Licence must not restrict other software
- Licence must be technology-neutral

Further information of each of these criteria can be found here: [The Open Source Definition](#) at [opensource.org](http://opensource.org).

## Harassment

### What is considered harassment?

Harassment is an activity that is unacceptable to the person it is inflicted upon. What may be one person's or culture's set of behavior standards is not necessarily another's.

The following outlines what constitutes harassment in the FOSS4G community. This is not exhaustive and local application of harassment policies, guidelines and legislation are to be incorporated when considering if an instance of harassment has occurred.

- Personal insults or discriminatory jokes and language, especially those using racist or sexist terms.
- Offensive comments relating to:
  - Gender

- Gender identity and expression
- Sexual orientation
- Disability
- Physical appearance
- Body size
- Race
- Age
- Religion,
- Sexual images in public spaces
- Excessive or unnecessary profanity
- Deliberate intimidation
- Violent threats or demands.
- Sustained disruption of sessions or events.
- Stalking
- Unwelcome following
- Harassing photography
- Harassing recording
- Unwelcome and/or Inappropriate physical contact
- Unwelcome sexual attention
- Repeated harassment of others. In general, if someone asks you to stop, then stop.
- Posting (or threatening to post) other people's personally identifying information ("doxing").
- Sharing private content, such as emails sent privately or non-publicly, or unlogged forums such as IRC channel history.
- Advocating for, or encouraging, any of the above behavior.

# Reference Code of Conducts

## OSGeo Code of Conduct

### Introduction

This code of conduct governs how we behave in any OSGeo forum or event and whenever we will be judged by our actions. We expect it to be honored by everyone who participates in the OSGeo community formally or informally, or claims any affiliation with the OSGeo Foundation.

It applies to in-person events (such as conferences and related social events), IRC, public and private mailing lists, the issue tracker, the wiki, blogs, Twitter, and any other forums which the community uses for communication and interactions.

This code is not exhaustive or complete. It serves to distill our common understanding of a collaborative, shared environment and goals. We expect it to be followed in spirit as much as in the letter, so that it can enrich all of us and the technical communities in which we participate.

### Diversity Statement

OSGeo welcomes and encourages participation by everyone. We are committed to being a community that everyone feels good about joining, and we will always work to treat everyone well. No matter how you identify yourself or how others perceive you: we welcome you.

### Specific Guidelines

We strive to:

#### **Be open.**

We invite anyone to participate in our community. We preferably use public methods of communication for project-related messages, unless discussing something sensitive. This applies to messages for help or project-related support, too; not only is a public support request much more likely to result in an answer to a question, it also makes sure that any inadvertent mistakes made by people answering will be more easily detected and corrected.

#### **Be empathetic, welcoming, friendly, and patient.**

We work together to resolve conflict, assume good intentions, and do our best to act in an empathetic fashion. We may all experience some frustration from time to time, but we do not allow frustration to turn into a personal attack. A community where people feel uncomfortable or threatened is not a productive one. Note that we have a multi-cultural, multi-lingual community and some of us are non-native speakers. We should be respectful when dealing with other community members as well as with people outside our community.

#### **Be collaborative.**

Our work will be used by other people, and in turn we will depend on the work of others. When we make something for the benefit of OSGeo, we are willing to explain to others how it works, so that they can build on the work to make it even better. Any decision we make



will affect users and colleagues, and we take those consequences seriously when making decisions.

### **Be inquisitive.**

Nobody knows everything! Asking questions early avoids many problems later, so questions are encouraged, though they may be directed to the appropriate forum. Those who are asked should be responsive and helpful, within the context of our shared goal of improving OSGeo.

### **Be careful in the words that we choose.**

Whether we are participating as professionals or volunteers, we value professionalism in all interactions, and take responsibility for our own speech. Be kind to others. Do not insult or put down other participants.

### **Be concise**

Keep in mind that what you write once will be read by hundreds of persons. Writing a short email means people can understand the conversation as efficiently as possible. Short emails should always strive to be empathetic, welcoming, friendly and patient. When a long explanation is necessary, consider adding a summary.

Try to bring new ideas to a conversation so that each mail adds something unique to the thread, keeping in mind that the rest of the thread still contains the other messages with arguments that have already been made.

Try to stay on topic, especially in discussions that are already fairly large.

### **Step down considerably.**

Members of every project come and go. When somebody leaves or disengages from the project they should tell people they are leaving and take the proper steps to ensure that others can pick up where they left off. In doing so, they should remain respectful of those who continue to participate in the project and should not misrepresent the project's goals or achievements. Likewise, community members should respect any individual's choice to leave the project.

## **Anti-Harassment**

Harassment and other exclusionary behaviour are not acceptable. This includes, but is not limited to:

- Personal insults or discriminatory jokes and language, especially those using racist or sexist terms.
- Offensive comments, excessive or unnecessary profanity.
- Intimidation, violent threats or demands.
- Sustained disruption of sessions or events.
- Stalking, harassing photography or recording.
- Unwelcome physical contact or sexual attention.
- Repeated harassment of others. In general, if someone asks you to stop, then stop.
- Posting (or threatening to post) other people's personally identifying information ("doxing").

- Sharing private content, such as emails sent privately or non-publicly, or unlogged forums such as IRC channel history.
- Advocating for, or encouraging, any of the above behaviour.

## Reporting Guidelines

If you believe someone is breaking this code of conduct, you may reply to them, and point to this code of conduct. Such messages may be in public or in private, whatever is most appropriate. Assume good faith; it is more likely that participants are unaware of their bad behaviour than that they intentionally try to degrade the quality of the discussion. Should there be difficulties in dealing with the situation, you may report your concerns to event staff, a forum leader or the OSGeo Board. Serious or persistent offenders may be expelled from the event or forum by event organizers or forum leaders.

To privately email the code of conduct committee leadership use [coc@osgeo.org](mailto:coc@osgeo.org).

## Application

All OSGeo projects and events should reference this Code of Conduct using text similar to: *Participants at <event> are expected to act respectfully toward others in accordance with the [http://www.osgeo.org/code\\_of\\_conduct](http://www.osgeo.org/code_of_conduct).*

or

*Contributors to <project> are expected to act respectfully toward others in accordance with the [http://www.osgeo.org/code\\_of\\_conduct](http://www.osgeo.org/code_of_conduct).*

## FOSS4G Oceania Conference Code of Conduct

### The Short Version

FOSS4G SotM Oceania is dedicated to providing a harassment-free conference experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age or religion. We do not tolerate harassment of conference participants in any form. Sexual language and imagery is not appropriate for any conference venue, including talks. Attendees violating these rules may be asked to leave the conference without a refund at the sole discretion of the conference organisers. The Code of Conduct applies at all official and unofficial events. Unofficial events include any location where attendees may be congregating.

### The Longer Version

Harassment includes offensive communication related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

Participants asked to stop any harassing behaviour are expected to comply immediately.

Exhibitors at sponsor booths or similar activities are also subject to the anti-harassment policy. In particular, exhibitors should not use sexualised images, activities, or other material. Booth staff (including volunteers) should not use sexualised clothing/uniforms/costumes, or otherwise create a sexualised environment.

Be careful in the words that you choose. Remember that sexist, racist, and other exclusionary jokes can be offensive to those around you. Excessive swearing and offensive jokes are not appropriate for FOSS4G SotM Oceania.

If a participant engages in behaviour that violates this code of conduct, the conference organizers may take any action they deem appropriate, including warning the offender or expulsion from the conference with no refund.

#### Contact Information

Conference organisers and/or volunteers will be happy to help participants contact venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the conference. We value your attendance.

#### Reporting a Code of Conduct incident

To report an incident, contact any conference organiser or volunteer, who will put you in contact with the appropriate person to help you. You can also send an email to [admin@foss4g-oceania.org](mailto:admin@foss4g-oceania.org). All of our conference volunteers are informed of the Code of Conduct policy and procedure for handling incidents at the conference.

When reporting the event, try to include as much information as available, but do not interview people about the incident – the conference volunteer will assist you in writing the report/collecting information. The important information consists of:

#### Date/time and location of the incident

Identity of victims, responsible individuals, and witnesses, including names & contact details where possible.

#### A description of the incident

If everyone present is physically safe, organisers will involve law enforcement or security only at a victim's request. If you feel your safety is in jeopardy, please do not hesitate to contact the police by dialling 111. If you do not have a mobile phone, you can simply ask a conference volunteer or organiser.