Please feel free to comment/add suggestions.

If you'd like to do so non-anonymously feel free to request edit access.

Proposal, preamble (to set context and provide a descriptive tie in to how community governance works in practice):

…Participation in noisebridge, the premise and purpose

-   Access to Noisebridge spaces and community is a privilege, not a right. The Noisebridge community habitually enjoys extending this privilege as widely as feasible, to almost everyone who walks through the door. However, if other participants in the Noisebridge community find your <u>presence or actions threatening or excessively disruptive</u>, as assessed in accordance with these Community Standards and Anti-Harrassment Policy, or your actions not in keeping with the stated purpose of Noisebridge, they may ask the community to revoke your privilege to access the physical or online spaces of Noisebridge.

For encouraged behavior, 📄 Noisebridge — Encouraged Conduct Guidelines , in a preamble section to the Anti-Harassment Policy, perhaps titled "Modeling Excellence".

Reporting Issues

Issues can be reported at https://safespace.noisebridge.net/ and will be sent to community moderators for review. The issue can be reported anonymously, however it is unlikely anything can be done if no contact info is provided. Please at least give us a way to reach you, even if it is anonymous.

Also bear in mind that this is not for issues where you feel you are in *immediate danger*. In those instances, find a known Member to assist you, or remove yourself from the space before reporting the issue.

Community Standards of Excellence

Existing (https://www.noisebridge.net/wiki/Community_Standards)

Interacting with people

-   Talk to people and make friends. Part of the point of Noisebridge is interpersonal interaction, and we want to meet you and learn about whatever cool project you're working on. It's amazing how often random discussions between people at Noisebridge have turned into things that show up on the world stage.

- On the other hand, do be sensitive to people's desire to stop talking and start hacking. If someone starts looking away, returning to their laptop or project, or begins walking away, consider that you might be the Nth person to strike up a conversation with them, and they may want to actually get something done. It is ok to ask someone to resume a conversation at a later date.
- On the third hand we must recognize that some groups are constantly talked over, ignored or dismissed. We need to be conscious of everyone's potential contribution to the conversation and remember to be excellent and resist the urge to interject and instead be respectful.
- If you see someone being awesome or something which is awesome, it's awesome in turn to sing its praises. If and only if they consent, by name or nym. Motivation is a rare commodity among us and a compliment here and there can work wonders in terms of creating more of it. We have a Noticeboard of Excellence by the door which is a good place to leave a semi-permanent thank you.
- Don't talk about politics or religion in a way that may be considered trolling within the community. If you push peoples' buttons, it is considered very excellent to consider that you, at least in part, are responsible.
- Try to keep infodumps to new acquaintances to under a few minutes. Many people at Noisebridge are walking libraries on their field of expertise, but people rarely like being fed a textbook through their ears.
- **Don't behave in ways that can create a hostile environment that can make individuals or groups feel threatened, marginalized or unsafe.**

Being loud

- Please ask before playing music through the public audio systems, especially if people are quietly enjoying the space.
- If there are classes or meetings ongoing in the space, be extra cautious about using loud power tools. Ask the class if you are unsure whether it will be disruptive.

Respect shared stuff

- Taking stuff tools from the space, even very temporarily, is a surefire way to cause problems. Taking stuff tools permanently is definitely unexcellent, and violates the trust the community has in you as a noisebridger.
- Everything in Noisebridge is hackable. If you don't want something taken apart and turned into a giant robot the moment your back is turned, leave it on your shelf, or mark it clearly with your name, a way to contact you, the date, and what you're doing. Even then there are no guarantees -- it's just mildly rude to hack on a labeled thing unannounced, as opposed to positively encouraged.

Respect shared space

- **Space is shared and limited.** Do not store a project, large or small, for more than three months (some guilds clear projects shelves every month). Do not use noisebridge to store personal effects. Outside of specific, short term projects, do not use more than one locker.
- Keep personal things either: in a locker, or out of the space. Although Noisebridge appears to have open corners, putting non-community items there is a surefire way to see them: thrown out, a cause for arguments, or a cause for banning.

No Nos

- Noisebridge is your hackerspace, not your home. Living here is definitely an anti-pattern, so don't even try to do this or anything that could be construed as such! If money is a problem, have a look at our page of starving hacker resources for ways to get around and crash if you're short on cash.
- **Similarly, please limit accessing adult content on devices at the space, which by itself can make other members feel unwelcome and create a hostile atmosphere.**
- Pull your own weight. We don't have housekeeping service, so clean up after yourself and put things away when you're done. In fact, you're going to get a lot of good karma by tidying up twice the amount of space you use on a regular basis.
- If you are drinking at Noisebridge, it is expected that you do so responsibly. It is excellent to avoid areas with dangerous tools while drinking
- Do not use BitTorrent or cause problems for others using the network. If engaging in potentially harmful or legally questionable activities, use a VPN or other forms of digital protection. We've gotten DMCA notices about people snarfing copyrighted content using our links, and it is unexcellent to make other noisebridgers clean up the consequences of your actions. Don't BitTTorrent from the space. It causes lots of problems for other people trying to use the network. We've also gotten DMCA notices about people snarfing copyrighted content using our links, and these notices are very annoying and unexcellent. Please don't download copyrighted content illegally using our Internet links. *Does this belong in no nos?*

Making things better

- If you find yourself having to explain something in the space more than once, you should probably label it.
- If you can't throw something away in a full garbage can, you should probably empty it.

Who to bring

- People of all ages are welcome at Noisebridge. But, please know that bringing minors to Noisebridge might result in them being exposed to ideas outside of your control. This is worth considering before deciding to bring minors (or anyone) to Noisebridge.
- Bringing pets hasn't historically been a serious problem, but it is not always considered excellent. If you bring a pet to Noisebridge, please ask others in the space if it is OK with them. Don't leave them unattended and please do not stay in the space with your pet if anyone objects. Bringing pets is not a presumed right.
- Don't BitTTorrent from the space. It causes lots of problems for other people trying to use the network. We've also gotten DMCA notices about people snarfing copyrighted content using our links, and these notices are very annoying and unexcellent. Please don't download copyrighted content illegally using our Internet links. *Does this belong in no nos?*
- "Bringing" someone to Noisebridge also includes introducing them to our online spaces. Do not harass people online from the space.

No Smoking

- If you're going to smoke **or vape, do it** ~~downstairs~~ on the sidewalk, away from our doorway. This includes all substances, including tobacco and marijuana. Do not smoke on the ~~fire escape~~ **back patio**-- it affects everyone in the space, ~~plus the ash falls down onto the fruit below, and the fire service gets mad at us.~~

Off Limits

- Going on the roof is, except in narrow conditions that you almost certainly aren't covered by, a violation of our lease agreement. It also causes leaks, and in the past a leak destroyed some irreplaceable artwork belonging to a member. Don't go up there without talking to someone who knows about the lease details.

501c3

- Noisebridge must not be involved in any activities which could affect legislation or political campaigns, with certain limited exemptions. While not illegal, these activities may be grounds for the IRS to revoke our <u>tax exempt status</u>. Talk to the <u>officers of the corporation</u> for guidance if you are unsure whether your proposed activities will be exempt or not.

Anti-Harassment Policy

Proposed:

Noisebridge's purpose is to epromote and encourage technical, scientific, and artistic skills through individual projects, social collaboration, and education;

primarily in the physical space it maintains, but also in and through online forums, chat servers, and mailing lists.

Noisebridge is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, religion, housing status, or language. We do not tolerate harassment of people at our events or physical and digital spaces in any form.

~~In addition, we ask users of Noisebridge to keep in mind the relative social standing of different groups in the United States today. We don't hold that so-called "reverse racism", "misandry", "heterophobia", or "cisphobia" carry the same amount of harm as historic racism, sexism, &c. Individual Noisebridge members and the Noisebridge community may refuse to act on complaints of harassment or discrimination like this.~~

Harassment includes offensive verbal comments, **jokes, gestures and stereotyping** related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, religion, sexual images in public spaces, deliberate intimidation, stalking, following, ~~harassing~~ **non-consensual photography** or recording, sustained disruption of talks or other events, persistent uninvited communication, **hate speech**, trolling, inappropriate physical contact, and unwelcome sexual attention.

Harassment can also take the form of physically blocking an individual from freely moving about or leaving the space as well as micro aggressions, bullying and use of intimidation to create a hostile environment. Note that this does not include disagreement in good faith over changes or projects within the space, so long as this disagreement is not intended to prevent further discussion.

~~Different users of Noisebridge have different levels of comfort about sex and porn. Nobody should be forced to experience sexual or sexualised language or imagery. This does not mean that such material is prohibited, just that such conversations, presentations, &c. should include only interested and consenting people.~~

~~When you are working on a sex- or porn-related project at Noisebridge, or are running such an event or presentation, provide reasonable notice and warning to allow others the opportunity to opt out if they wish. With this — as anything else — each person has a responsibility to be considerate of the comfort levels of others. Discussions, projects, and events of this nature should strive to exist in a culture of respect and consent.~~

People asked to stop any harassing behavior are expected to comply immediately.

People violating these rules may be sanctioned or expelled from the space or the event at the discretion of any Noisebridge community participant.