

The Ultimate Community Code of Conduct

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Guidelines

This code of conduct outlines our expectations for participants within our shared space, as well as steps to reporting unacceptable behavior. Expectations are neither rights nor privileges. While rights or privileges are governed by your specific country, these are shared guidelines based on research and a lot of communities coming together. Anyone who violates this code of conduct may face restrictions, including temporary and permanent banning from the community and all community events.

1. Number one rule: Be excellent to each other.

Treat everyone with respect. Participate while acknowledging that everyone deserves to be here — and each of us has the right to enjoy our experience without fear of harassment, discrimination, or condescension, whether blatant, via microaggressions or via subtle negativity.

2. Speak up if you see or hear something.

You do not have to suffer in silence, and you do not have to see others harassed without feeling like you have no course of action to take. Harassment is not tolerated, and you are empowered to politely engage when you or others are disrespected, by describing the perception you have. When seeing or hearing something you suspect may violate our guidelines, you are encouraged to make “this feels like” or “this seems like” statements.

Also, assume positive intent. The person making you feel uncomfortable may not be aware of what they are doing, and politely bringing their behavior to their attention is encouraged.

A great comment is: “I want to assume positive intent, but this seems like ...”.

Power in numbers. When multiple people relay what something seems like, in a polite way, it was a unique way of changing the conversation. Describing your perception is a great, largely untaught, way of handling abuse.

3. Behavior Expectations

Our open source community strives to:

- **Be friendly and patient.**
- **Be welcoming:** We strive to be a community that welcomes and supports people of all backgrounds and identities. This includes, but is not limited to members of any race, ethnicity, culture, national origin, colour, immigration status, social and economic class, educational level, sex, sexual orientation, gender identity and

expression, age, size, family status, political belief, religion, mental, physical, and technical ability or other protected category.

- **Be considerate:** Your work will be used by other people, and you in turn will depend on the work of others. Any decision you take will affect users and colleagues, and you should take those consequences into account when making decisions. Remember that we're a world-wide community, so you might not be communicating in someone else's primary language.
- **Be respectful:** Not all of us will agree all the time, but disagreement is no excuse for poor behavior and poor manners. We might all experience some frustration now and then, but we cannot allow that frustration to turn into a personal attack. It's important to remember that a community where people feel uncomfortable or threatened is not a productive one.
- **Be careful in the words that we choose:** we are a community of diverse people, but we conduct ourselves professionally. Be kind to others. Do not insult or put down other participants.
- **Try to understand why we disagree:** Disagreements, both social and technical, happen all the time. It is important that we resolve disagreements and differing views constructively. Remember that we're different. The strength of our community comes from its diversity, people from a wide range of backgrounds. Different people have different perspectives on issues. Being unable to understand why someone holds a viewpoint doesn't mean that they're wrong. Don't forget that it is human to err and blaming each other doesn't get us

anywhere. Instead, focus on helping to resolve issues and learning from mistakes.

- **Respect each other's privacy.**

4. Harassment

Harassment of any kind is not tolerated. Harassment includes, but is not limited to:

- Offensive comments related to age, gender, gender identity and expression, Gender presentation, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, race, age, color, regional discrimination, political or religious affiliation, technical ability, neurodiversity, national origin, body size, differing abilities, appearance, religion, pregnancy, a person's lifestyle choices & practices (including those related to food, health, parenting, drugs, and employment)
- Unwelcome comments related to the above
- Deliberate misgendering. This includes deadnaming or persistently using a pronoun that does not correctly reflect a person's gender identity
- Deliberate mislabeling. You must address people by the name they give you when not addressing them by their username or handle
- Assuming gender. This includes referring to a person's gender identity or gender pronouns without explicitly knowing, or responding inappropriately when corrected
- Physical contact and simulated physical contact (eg, textual descriptions like "*hug*" or "*backrub*") without consent or after a request to stop

- Threats of violence, both physical and psychological
- Incitement of violence towards any individual, including encouraging a person to commit suicide or to engage in self-harm
- Deliberate intimidation
- Stalking or following. This includes virtual following (locating a user on other web venues in order to continue unwelcome contact)
- Harassing photography or recording, including logging online activity for harassment purposes
- Sustained disruption of discussion
- Unwelcome sexual attention, including gratuitous or off-topic sexual images or behaviour
- Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others
- Continued one-on-one communication after requests to cease
- Deliberate “outing” of any aspect of a person’s identity without their consent except as necessary to protect others from intentional abuse
- Publication of non-harassing private communication (not including conversation that leads into harassing conversation)

5. Counter-Complaining

Our open source community prioritizes marginalized people’s safety. We will not act on complaints regarding:

- ‘Reverse’ -isms, including ‘reverse racism,’ ‘reverse sexism,’ and ‘cisphobia’
- Reasonable communication of boundaries, such as “leave me alone,” “go away,” or “I’m not discussing this with you”
- Refusals from one party to explain or debate another. Everyone has the right to end their involvement in a conversation without explanation or debating why.

6. Diversity Statement

We encourage everyone to participate and are committed to building a community for all. Although we will fail at times, we seek to treat everyone both as fairly and equally as possible. Whenever a participant has made a mistake, we expect them to take responsibility for it. If someone has been harmed or offended, it is our responsibility to listen carefully and respectfully, and do our best to right the wrong.

Although this list cannot be exhaustive, we explicitly honor diversity in age, gender, gender identity or expression, culture, ethnicity, language, national origin, political beliefs, profession, race, religion, sexual orientation, socioeconomic status, and technical ability. We will not tolerate discrimination based on any of the protected characteristics above, including participants with disabilities.

7. Reporting Issues

If you experience or witness unacceptable behavior—or have any other concerns—please report it by contacting a moderator or the owner of this page. All reports will be handled with discretion. In your report please include:

- Your contact information.
- Names (real, nicknames, or pseudonyms) of any individuals involved. If there are additional witnesses, please include them as well. Your account of what occurred, and if you believe the incident is ongoing. If there is a publicly available record (e.g. a mailing list archive or a public IRC logger), please include a link.
- Any additional information that may be helpful.

After filing a report, a representative will contact you personally, review the incident, follow up with any additional questions, and make a decision will be made as to how to respond. If the person who is harassing you is part of the response team, they will recuse themselves from handling your incident, when possible. If the complaint originates from a member of the response team, it will be handled by a different members of the response team. We will respect confidentiality requests for the purpose of protecting victims of abuse. Some groups are small, so teams of one might happen.

8. Violations of Community Guidelines

First and foremost, these guidelines make it clear that it is okay for communities to self-regulate. This means that asking people to follow community guidelines is not itself a violation of the spirit or intent of our community. We are making this clear, and it is important to make clear, because the first thing that trolls often attempt to do is put this into question. Subsequently the following agreements bind this document:

1. All members of the community are expected to abide by behavioral norms.

2. It is okay to draw boundaries against those who are impeding a venue's community guidelines.
3. There is nothing wrong with this. All communities should be able to create and enforce guidelines.

In the case that individuals do not adhere to the community guidelines, community moderators should be empowered to engage in the following tactics:

- Confronting the individuals involved.
- Enlisting support of other community moderators (power in numbers)
- Individually or with a team of moderators asking individuals to change their behavior.
- Asking for change of behavior, privately and/or publicly.
- Repeating this until compliance is arranged.
- If compliance cannot be reached:
 - Suspension of participation privileges.
 - Removal from the specific venue (block the person from one group, but not all places of contact). .
 - Potential removal from the community (all places of contact).

With this, we have a clear expectation about what we consider to be a reasonable understanding to approach potential conflict, and to quickly settle those disputes peacefully.

9. One Final Consideration

There is absolutely nothing wrong with having community guidelines and asking people to follow them. There is nothing wrong with having moderators, admins, and representatives involved in keeping the community free of harassment. It is completely acceptable for these people to enforce the guidelines as outlined.

10. Attribution & Acknowledgements

We all stand on the shoulders of giants across many open source communities. We'd like to thank the communities and projects that established code of conducts and diversity statements as our inspiration, as well as the Google Polymer Code of Conduct, which also served as inspiration. Thanks to Grace Hanel for advice and direction, as well as all the other people whose names I have forgotten who have contributed advice. Also, a shout out to [Spocko](#), for his influence.

Just to repeat

Go ahead and use! Go ahead and share! Seriously. Take parts you like and leave the rest behind. There are absolutely no issues with you using this document, in whole, or in part.

**** Future Updates ****

* Web-based, comment-based harassment methods such as camping, misdirection, etc.

* As Ben Roberts pointed out: look at the phrasing of this line: “Be respectful: Not all of us will agree all the time, but disagreement is no excuse for poor behavior and poor manners. “ And compare this with the call for people to actively engage. Address the inherent contradiction these two lines cause.

*Look into social engineering, gish gallop, quiet identity attacks, baiting (reductio ad X), suppressing power level, crowd cover, how to deal with re-branding, crypto

**** Forks and Research ****

Designing Care and Commoning into a Code of Conduct

<https://archive.nordes.org/index.php/n13/article/view/475>