

Preamble

This Code of Conduct was agreed to by the Flytrap Media's cofounders on DATE. It reflects our stated mission and values. The purpose of the Code of Conduct is to create a clear pathway for communication and mutual understanding in the event of harmful behavior, with the goal of productive resolution long before the point of disciplinary action.

Code of Conduct Violations, Defined

Speech and conduct that propagates, promotes, praises, or incites hate targeting members of protected classes including but not limited to race, religion, national origin, disability status, sex, gender, sexuality, veteran status, immigration status, or other marginalizations whether or not such speech or conduct occurs in the context of representing the Flytrap Media. Protected parties include members of the Flytrap Media, along with contractors, vendors, and other business partners, and participants in Flytrap events, classes, and other public-facing activities.

Examples of such speech and conduct include, but are not limited to:

- Membership in a hate group
- Inciting violence and doxing on the basis of identity on any platform
- Directed and credible violent speech or threats on any platform
- Identity-based harassment, online or off, of any marginalized individual or group
- Sexual or physical assault or harassment

The Flytrap Media recognizes that some hateful speech and conduct may rely on dogwhistles, microaggressions, or other context clues that are not necessarily immediately obvious to all members, and relies on open, thoughtful dialogue with member-owners or concerned readers/partners to explore accusations of misconduct.

Conflict is not harm: Disagreements, even when robust, are not inherently harmful unless one or more parties engages in behavior that violates the Code of Conduct. As a starting point of conflict resolution, we encourage parties to have one or more conversations, with a moderator if necessary, to determine if it's possible to resolve the issue before taking the matter to the larger collective.

Report and Investigation Process

When one or more members of the collective becomes aware of or experiences conduct that may violate this agreement, they shall bring the matter to the attention of the involved party for an opportunity for resolution, which can include assistance from a trusted party. Should they wish, members may communicate their concerns anonymously to flyteam@theflytrapmedia.com, or to the Acting Ombud.

If the outcome is unsatisfactory or the offense is particularly egregious, it should be escalated to the Acting Ombud or other Board members, if the Acting Ombud has a conflict of interest.

Upon notification, the Board, with assistance from other members if needed, will initiate a confidential investigation into the conduct that may include review of relevant social media postings and other materials; interviews, when relevant, of witnesses or affected individuals; etc. Members of the investigative team with a conflict of interest shall recuse themselves. Harmed individuals or communities should be centered in this process, including in discussions about desired actions and outcomes.

In the event a situation under investigation has attracted public attention, the Flytrap's Acting Ombud shall acknowledge requests for comments or action and indicate that the collective is aware of the issue, has initiated internal processes for addressing it, and will adhere to its standards of accountability, including, if necessary, a public statement regarding the resolution of the situation. This may include a discussion of the necessity to balance transparency against a meaningful process.

The Board shall recommend consequences to the rest of the collective, which will vote on a course of action.

Possible consequences

Consequences for violating the Flytrap's Code of Conduct may include, but are not limited to:

- A private facilitated conversation between concerned parties
- A more formal restorative justice process with harmed or affected individuals
- Reassignment, if necessary, to a different cadre, subcommittee, or other unit within the Flytrap
- Suspension
- Expulsion, if approved by a super-majority of members

Means of redress

Members of the collective who have been accused of behavior that violates the code of conduct may contest findings or any determination of consequences through conversation with the Board.