

Code of Conduct

Any event, program or forum created and/or facilitated by Code for All is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof).

Guidelines

As part of the Code for All community, it is your responsibility to help maintain our Code of Conduct in all our online and offline settings. We uphold the following guidelines:

- We make sure all participants feel safe and respected, and are free to fully express their identities.
- We presume the value of others (everyone's ideas, skills, and contributions have value).
- We don't assume everyone has the same context, so we encourage questions.
- We find ways for people to be productive with their skills (technical and not) and energy.
- We use language such as "yes/and", instead of "no/but."
- We encourage members and participants to listen as much as they speak.
- We strive to build tools that are open and free technology for public use.
- We prioritise activities that aim to foster public use, not private gain.
- We prioritize access for and input from those who are traditionally excluded from the civic process.
- We work to ensure that the community is well-represented in the planning, design, and implementation of civic tech. This includes encouraging participation from women, minorities, and traditionally marginalized groups.
- We actively involve community groups and those with subject matter expertise in the decision-making process.

- We ensure that the relationships and conversations between community members, the local government staff and community partners remain respectful, participatory, and productive.
- We maintain an environment where people are free from discrimination or harassment.

Always Open, Always Free

- As a non-partisan non-political organization, Code for All will never be associated with any political party.
- Code for All creates open source products. No contributor who participated in a project can be the owner of the end result.

Reporting

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of the Code for All Team via Slack (@sofia @lorin @nonso). You can also send an email directly to contact@codeforall.org.

When you report something to the Code for All Team, we will take the following steps:

- Talk to the person engaging in harassment and tell them that their behaviour is causing others to feel uncomfortable. We will not share with them details about who made the complaint, or details that might allude to who made the complaint.
- Take any action that we deem as necessary. We will not ask you for input on how to deal with the complaint or penalties, this is Code for All's responsibility.

Being community conscious, we hope never to have to take action on the above. Please know that we are committed to building a long-lasting, respectful community of like-minded change makers.

Suggestions

If you have suggestions for how we can continue to improve our Code of Conduct, we'd love to hear from you. Please reach out to any of the Code for All team on [Slack](#) (@lorin @mar) or by email (contact@codeforall.org).