



Code of Conduct – EA Sweden



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Introduction

Effective Altruism Sweden (EA Sweden) is engaged in creating a warm and inspiring community where everyone is treated with respect, dignity and kindness. Our mission is to create a space where ideas, individuals and projects can make the world a better place, everyday. This Code of Conduct (CoC) defines our expectations for all members, volunteers, staff and participants in our community, including online platforms such as Slack, Facebook and LinkedIn, as well as events and meetings run or sponsored by EA Sweden.

Our commitment

We want to create a diverse, equitable and inclusive environment where all members feel valued and respected. We believe that in order to thrive, a community needs to be thoughtful of everyone's background, including, but not limited to, sexual orientation, physical or mental ability, physical appearance, body size, race, ethnicity, nationality, or religious beliefs.

Encouraged and discouraged behaviors

To create a thriving and welcoming community, we encourage all members, representatives, and participants to act accordingly to the following points:

- Be kind towards yourself and others. Be flexible and understanding of different cultural contexts and understand the multiplicity of perspectives that can arise;
- Adopt a scout mindset and seek to understand: Ask questions and show curiosity, whether you agree or disagree;
- Make no unnecessary assumptions;
- Be careful in the words you choose;
- Be an active bystander: Ask when you think someone might be uncomfortable or if someone is acting against the spirit of the code;

- Reflect on your own privileges and responsibilities that come with them.

Moreover, some behaviors are discouraged, and not accepted. All members are expected to maintain a high standard of professionalism in their behavior at all times. Any kind of sexually or romantically inappropriate behavior, mistreatment of someone based on their sex or gender, body, religion, ethnicity, economic background or sexual orientation, or has the effect of threatening, intimidating, or coercing a person, is strictly prohibited. The following behaviors are not appropriate places to display at any of the events organized by EA Sweden – online or in person – as well as on digital platforms connected to EA Sweden, such as Slack, Facebook and LinkedIn.

- Violent threats or language directed against another person
- Discriminatory jokes and language
- Posting sexually explicit or violent material
- Personal insults
- Advocating for, or encouraging, any of the above behavior

More specifically, this includes:

Physical conduct

- Unwelcome touching, including stroking, kissing, hugging, or pinching
- Physical violence, including sexual assault
- Sexual or romantic communication, e.g. no communications or actions of a romantic or sexual nature may be exchanged in EA Sweden-managed spaces

Verbal conduct:

- Explicit comments, stories and jokes that could be perceived as offensive or demeaning
- Repeated and unwanted sexual advances or invitations on dates
- The use of threats or rewards to solicit sexual favors
- The sharing of dating documents/profiles, publicly, privately, or by direct message
- Solicitation of a romantic or sexual nature, publicly, privately, or by direct message

Non-verbal conduct:

- Displaying explicit or suggestive material
- Leering
- Sexually suggestive gestures

Any other kind of misconduct and undesirable behavior can, and is encouraged to, be reported to EA Sweden staff. Having a **low threshold** to report anything ensures the safety of the community and its members. More details below on how to report any misconduct, including those conducted by staff and formal representatives of EA Sweden.

When we disagree, try to understand *why*. Disagreements happen all the time and it is important that we resolve differing views constructively. We understand that human interaction can be complex and confusing. We give each other the benefit of explaining behavior you find offensive or unwelcome. However, people asked to stop any prohibited conduct are expected to comply immediately and take responsibility for their actions.

Reporting Process

If you experience or witness any conduct that violates this CoC, we encourage you to report it promptly. We ensure to take your reports seriously. If you are unsure if your experience warrants intervention, we encourage you to err on the side of disclosing. All complaints made to EA Sweden organizers will be kept confidential by default.

If you would like to report the incident, you are in control and have options:

- You can contact the EA Sweden Community Health appointee, [Ysaline Bourguine de Meder](#), and/or EA Sweden Executive Director, [Emil Wasteson Wallén](#).
- If you prefer to remain anonymous you can fill in [this form](#).
- If the misconduct involves any staff member of EA Sweden, please report this to the chairperson of EA Sweden's board, [Simon Holm](#).
- You can also report misconduct involving staff of EA Sweden to the Centre for Effective Altruism (CEA) via [this form](#). If you do, you are encouraged, but not obliged, to report this to EA Sweden's board as well.

When reporting, please provide as much detail as you can and feel comfortable doing, for example the date, time, location, and description of the incident, as well as the names of individuals involved, if known. All reports will be treated seriously and confidentially, and no action will be taken that the reportee does not wish to be taken.

EA Sweden staff commit to following up on any issues raised within 3 working days of receiving an email or having a conversation on this topic.

Enforcement

EA Sweden takes all reports of CoC violations seriously. If a violation is confirmed, appropriate actions will be taken, which may include, but are not limited to:

1. **Warning:** The individual involved may receive a formal warning about their behavior. This warning may be either written or verbal.
2. **Removal:** In severe cases, the individual may be asked to leave an event or be restricted from future events.

3. **Suspension:** Continued violations may result in a temporary suspension from participating in EA Sweden activities. Severe violations may result in immediate suspension, rather than a warning.
4. **Permanent Ban:** In extreme cases or for repeated violations, an individual may be permanently banned from participating in our events or activities.

Though we strive for transparency in our decision-making, there may be times when — for legal reasons or otherwise — we may not be able to disclose details related to your case. Further, while we welcome all to engage with EA Sweden, members may be removed from the group at any time for any reason, with or without explanation.

Appeal Process

Individuals subject to enforcement actions have the right to appeal the decision. Appeals must be submitted in writing to the EA Sweden Board of Directors within 14 days of receiving the enforcement notice. The Board will review the appeal and make a final decision within 30 days.

EA Sweden will support you in resolving your complaint. Here are some examples of how we can help:

- If you would like to resolve things informally, we can speak to someone on your behalf.
- If you decide to formally complain, an EA Sweden representative will talk to you, the alleged harasser, and any available witnesses to learn more about what happened. After the representative has spoken to everyone involved, we will share EA Sweden's response with you.
- If a crime may have been committed, we can support you in contacting the police.

EA Sweden has a responsibility to minimize the risks to all members of the community. Our aim is not to judge the situation, but we may need to take steps to reduce the likelihood of harm. This could involve the alleged harasser being asked to leave the EA Sweden community temporarily or permanently. If you decide to complain, you are allowed to withdraw your complaint at any time. EA Sweden will always respect your choices and try to support you.

End remark

This CoC is a living document, subject to revisions and updates as our community evolves. By participating in EA Sweden's community, members agree to abide by these standards of behavior, contributing to a respectful, productive, and inclusive environment for all. We thank all members for their commitment to these principles and their contributions to creating a positive and impactful community.