

Citizen Code of Conduct

1. Purpose

A primary goal of this “Meetup Group” is to be inclusive to the largest number of contributors, with the most varied and diverse backgrounds possible. As such, we are committed to providing a friendly, safe and welcoming environment for all, regardless of gender, sexual orientation, ability, ethnicity, socioeconomic status, and religion (or lack thereof).

This code of conduct outlines our expectations for all those who participate in our community, as well as the consequences for unacceptable behavior.

We invite all those who participate in this Meetup Group to help us create safe and positive experiences for everyone.

2. Open [Source/Culture/Tech] Citizenship

A supplemental goal of this Code of Conduct is to increase open [source/culture/tech] citizenship by encouraging participants to recognize and strengthen the relationships between our actions and their effects on our community.

Communities mirror the societies in which they exist and positive action is essential to counteract the many forms of inequality and abuses of power that exist in society.

If you see someone who is making an extra effort to ensure our community is welcoming, friendly, and encourages all participants to contribute to the fullest extent, we want to know.

3. Expected Behavior

The following behaviors are expected and requested of all community members:

- Participate in an authentic and active way. In doing so, you contribute to the health and longevity of this community.
- Exercise consideration and respect in your speech and actions.
- Attempt collaboration before conflict.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Be mindful of your surroundings and of your fellow participants. Alert community leaders if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, even if they seem inconsequential.
- Remember that community event venues may be shared with members of the public; please be respectful to all patrons of these locations.

4. Unacceptable Behavior

The following behaviors are considered harassment and are unacceptable within our community:

- Violence, threats of violence or violent language directed against another person.
- Sexist, racist, homophobic, transphobic, ableist or otherwise discriminatory jokes and language.
- Posting or displaying sexually explicit or violent material.
- Posting or threatening to post other people's personally identifying information ("doxing").
- Personal insults, particularly those related to gender, sexual orientation, race, religion, or disability.
- Inappropriate photography or recording.
- Inappropriate physical contact. You should have someone's consent before touching them.
- Unwelcome sexual attention. This includes, sexualized comments or jokes; inappropriate touching, groping, and unwelcomed sexual advances.
- Deliberate intimidation, stalking or following (online or in person).

- Advocating for, or encouraging, any of the above behavior.
- Sustained disruption of community events, including talks and presentations.

5. Weapons Policy

No weapons will be allowed at Meetup Group events, community spaces, or in other spaces covered by the scope of this Code of Conduct. Weapons include but are not limited to guns, explosives (including fireworks), and large knives such as those used for hunting or display, as well as any other item used for the purpose of causing injury or harm to others. Anyone seen in possession of one of these items will be asked to leave immediately and will only be allowed to return without the weapon. Community members are further expected to comply with all state and local laws on this matter.

6. Consequences of Unacceptable Behavior

Unacceptable behavior from any community member, including sponsors and those with decision-making authority, will not be tolerated.

Anyone asked to stop unacceptable behavior is expected to comply immediately.

If a community member engages in unacceptable behavior, the community organizers may take any action they deem appropriate, up to and including a temporary ban or permanent expulsion from the community without warning (and without refund in the case of a paid event).

7. Reporting Guidelines

If you are subject to or witness unacceptable behavior, or have any other concerns, please notify a community organizer as soon as possible.

Additionally, community organizers are available to help community members engage with local law enforcement or to otherwise help those experiencing unacceptable behavior feel safe. In the context of in-person events, organizers will also provide escorts as desired by the person experiencing distress.

8. Addressing Grievances

If you feel you have been falsely or unfairly accused of violating this Code of Conduct, you should notify Meetup Group organizers with a concise description of your grievance. Your grievance will be handled in accordance with our existing governing policies.

9. Scope

We expect all community participants (contributors, paid or otherwise; sponsors; and other guests) to abide by this Code of Conduct in all community venues--online and in-person--as well as in all one-on-one communications pertaining to community business.

This code of conduct and its related procedures also applies to unacceptable behavior occurring outside the scope of community activities when such behavior has the potential to adversely affect the safety and well-being of community members.

10. License and attribution

The Citizen Code of Conduct is distributed by [Stumptown Syndicate](#) under a [Creative Commons Attribution-ShareAlike](#) license.

Portions of text derived from the [Django Code of Conduct](#) and the [Geek Feminism Anti-Harassment Policy](#).

Revision 2.4. Posted 8 December 2022.

Revision 2.3. Posted 6 March 2017.

Revision 2.2. Posted 4 February 2016.

Revision 2.1. Posted 23 June 2014.

Revision 2.0, adopted by the [Stumptown Syndicate](#) board on 10 January 2013. Posted 17 March 2013.

Code of Ethics:

Be patient and courteous.

We are all people who want to learn. We are also all in the process of learning and will make mistakes. Be patient when dealing with other attendees and try to understand them. Treat them how you would want to be treated.

Be inclusive.

We welcome and support people of all backgrounds and identities. This includes, but is not limited to members of any sexual orientation, gender identity and expression, race, ethnicity, culture, national origin, social and economic class, educational level, color, immigration status, sex, age, size, family status, political belief, religion, and mental and physical ability.

Be considerate.

We all depend on each other to create and promote a safe environment at our events. Your actions can affect other attendees and/or speakers, and you should take those consequences into account when attending our events.

Be respectful.

We won't all agree all the time, but disagreement is no excuse for disrespectful behavior. We will all experience frustration from time to time, but we cannot allow that frustration to become personal attacks. An environment where people feel uncomfortable or threatened is not a productive or creative one.

Choose your words carefully.

Always conduct yourself professionally. Be kind to others. Do not insult or put down others. Harassment and exclusionary behavior aren't acceptable. This includes, but is not limited to: - Threats of violence. - Discriminatory jokes and language. - Sharing

sexually explicit or violent material via electronic devices or other means. - Personal insults, especially those using racist or sexist terms. - Unwelcome sexual attention. - Advocating for, or encouraging, any of the above behavior.

Do not harass others.

In general, if someone asks you to stop something, then stop. When we disagree, try to understand why. Differences of opinion and disagreements are mostly unavoidable. What is important is that we resolve disagreements and differing views constructively.

Our differences can be our strengths.

We can find strength in diversity. Different people have different perspectives on issues, and that can be valuable for solving problems or generating new ideas. Being unable to understand why someone holds a viewpoint doesn't mean that they're wrong. Don't forget that we all make mistakes, and blaming each other doesn't get us anywhere.

Instead, focus on resolving issues and learning from mistakes.

Disclaimer

This code was based off of [this](#) website. We would like our members to be active/involved in creating a great code of ethics, so if you have any additions or concerns, please let us know! We value your opinion.

We want ALL of our members to feel safe and welcome at all our events. Let us know how we can make that happen.