

Terraform Cloud Project Bootcamp

Codes Of Conduct (CoC)

This is a **living document** and will be **updated when needed** due to emerging scenarios not previously covered.

Our Pledge

We as members, contributors, and leaders pledge to make participation in our community a harassment-free experience for everyone, regardless of:

- Age
- Body size
- Visible or invisible disability
- Ethnicity
- Sex characteristics
- Gender identity and expression
- Level of experience
- Education
- Socio-economic status
- Nationality
- Personal appearance
- Race
- Religion
- Sexual identity and orientation.

We pledge to act and interact in ways that contribute to a community which is:

- Open
- Welcoming
- Diverse
- Inclusive
- Healthy

Scope of Cultural Behaviour

The Bootcamp is accessible to an international audience, and it's important to acknowledge that this bootcamp is based in Canada and will be scoped through the lens of Canadian Cultural Behaviour.

You can learn more through the [Government of Canada Pages on Culture](#)

General Standards

Encouraged Behaviour

Examples of behavior that contributes to a positive environment for our community include:

- Demonstrating empathy and kindness toward other people
- Being respectful of differing opinions, viewpoints, and experiences
- Giving and gracefully accepting constructive feedback
- Accepting responsibility and apologizing to those affected by our mistakes, and learning from the experience
- Focusing on what is best not just for us as individuals, but for the overall community
- We prioritize **impact** of our actions over the **intent**

Unacceptable Behaviour

Examples of unacceptable behavior include:

- The use of sexualized language or imagery, and sexual attention or advances of any kind
- Trolling, insulting or derogatory comments, and personal or political attacks
- Public or private harassment
- Publishing others' private information, such as a physical or email address, without their explicit permission
- Other conduct which could reasonably be considered inappropriate in a professional setting

Specific Standards

S1 — Swearing

Generally, we ask not to swear.

We may ask for you to **redact** or **soften** your language.

S2 — Expressions and Analogies

Expressions or Analogies relating to Sex, Gender, Race, Religion may offend others.

S3 — Gender Pronouns

If you are not certain of someone's preferred pronouns, we ask that you use gender-neutral language. Some examples:

- Use "They" Instead Of "He" Or "She"

- Use “Partner,” “Sibling” And “Child”, instead of “girlfriend”, “wife”, “husband”, “boyfriend”, “son”, “daughter”, “brother”, “sister”
- Use “Latinx” Instead Of “Latino” Or “Latina”
- Use Gender-neutral Forms Of Occupations

If you have preferred pronouns please make them visible within your display name when possible.

We may ask or put forward suggestions to reword your posts to use gender-neutral language.

S4 — Disrespectful remarks

- Spreading gossip
- criticizing, ridiculing, or dismissing others
- inappropriate sarcasm
- speaking in a condescending or belittling way
- discounting a member’s thoughts or feelings (“Oh, that’s silly/dumb/useless”)

We may ask you to redact or reword your expressions.

S5 — The Respect Policy

Please do your best to save-face, give the benefit-of-the-doubt when expressing criticism or opinion about someone’s work or written opinion.

What is Saving Face?

To avoid having other people lose respect for themselves. Something was done to try to lessen embarrassment or to make oneself look better in a situation where a person is embarrassed or made to look bad.

What is providing the Benefit-of-the-doubt?

A concession that a person or statement must be regarded as correct or justified if the contrary has not been proven.

S6 — The Apology Policy

Please exercise the word sorry, and be sincerely apologetic to show consideration and sensitivity where one could offend or may have been then they have offended or upset.

“A sorry that follows a ‘but’ is not a sorry”

“A sorry you feel that way, is a non-apology”

Enforcement

Organizers are responsible for clarifying and enforcing our standards of acceptable behavior and will take appropriate and fair corrective action in response to any behavior that they deem inappropriate, threatening offensive, or harmful.

Organizers have the right and responsibility to remove, edit, or reject messages, comments, commits, code, wiki edits, issues, and other contributions that are not aligned to this Code of Conduct, and will communicate reasons for moderation decisions when appropriate.

Enforcement Responsibilities

Where

This Code of Conduct (CoC) strictly applies to our classroom settings:

- Zoom calls
- Meetup.com User Group
- Discord Group

This Code of Conduct (CoC) loosely applies to outside classroom settings when it relates to the bootcamp:

- Twitter
- LinkedIn

Who

This Code of Conduct applies to all community members participating in the bootcamp.

eg. Contributors, Guest Instructors, Organizers, Students, Sponsors

Enforcement Team

Instances of abusive, harassing, or otherwise unacceptable behavior may be reported to the community leaders responsible for enforcement by sending a private message to any of the following moderators in:

- Andrew Brown

Additionally, as the enforcement team we will own the discomfort in prioritizing the safety of this bootcamp. We are obligated to respect the privacy and security of the reporter of any incident.

Enforcement Guidelines

Community leaders will follow these Community Impact Guidelines in determining the consequences for any action they deem in violation of this Code of Conduct:

1. Correction

Community Impact: Use of inappropriate language or other behavior deemed unprofessional or unwelcome in the community.

Consequence: A private, written warning from the enforcement team, providing clarity around the nature of the violation and an explanation of why the behavior was inappropriate. A public apology may be requested.

2. Warning

Community Impact: A violation through a single incident or series of actions.

Consequence: A warning with consequences for continued behaviour. No interaction with the people involved, including unsolicited interaction with those enforcing the Code of Conduct, for a specified period of time. This includes avoiding interactions in community spaces as well as external channels like social media. Violating these terms may lead to Bootcamp Expulsion.

4. Bootcamp Expulsion

Community Impact: Demonstrating a pattern of violation of community standards, including sustained inappropriate behavior, harassment of an individual, or aggression toward or disparagement of classes of individuals.

Consequence: A permanent ban from classroom environments, ineligibility for a certificate of completion or digital badges. Revocation of any recognition earned in the Bootcamp.

Attribution

This Code of Conduct is adapted from the [Contributor Covenant](https://www.contributor-covenant.org/version/2/0/code_of_conduct.html), version 2.0, available at https://www.contributor-covenant.org/version/2/0/code_of_conduct.html.

Community Impact Guidelines were inspired by [Mozilla's code of conduct enforcement ladder](#).

For answers to common questions about this code of conduct, see the FAQ at <https://www.contributor-covenant.org/faq>. Translations are available at <https://www.contributor-covenant.org/translations>.