

Drupal Code of Conduct (Draft)

Introduction

Drupal is both a technical project and a professional and social community. Drupal's strength comes from the collaboration of its diverse and global contributors. The health of our community relies on the mutual respect of its members and a shared set of core values and norms.

We strive to be a community that welcomes and supports people of all backgrounds and identities. We are committed to fostering a safer, more inclusive, and harassment-free environment for everyone, regardless of their race, ethnicity, culture, national origin, color, immigration status, social and economic class, educational level, professional experience, sex, sexual orientation, gender identity and expression, age, size, family status, tribal affiliation, caste, religion, appearance, or mental and physical ability.

While every person is welcome, every behavior is not. This code of conduct governs how we behave when we interact with other members of the community. It also applies when others see us as representatives of the project or community. In these cases, we have an additional responsibility for the impact of our words and actions.

This code applies to digital and physical spaces where community members interact with each other, both publicly and privately. These include, but are not limited to:

- Drupal.org and other community websites
- Chat rooms and forums
- Social media
- Mailing lists
- Issue queues
- Physical and virtual events
- Video conferences and other virtual meeting places
- Any other places where community members gather to communicate or collaborate

Violations inside or outside of community spaces may affect a person's ability to participate in the community. Access to community spaces may be restricted or removed as a result of a code of conduct violation. Repeated or extreme violations may result in indefinite removal from some or all community spaces. In these cases, community members must take responsibility for addressing the harm caused by their actions before access can be restored.

We are considerate of the needs of others

As an open source project, we are always building on the work of others. In turn, we are mindful of the needs of those who will be using our work. We think about the impact of our decisions on

others and make choices that are as inclusive as possible. We demonstrate patience, kindness and understanding. We recognize that community members communicate in different ways and use different languages.

It is important to remember that some community members participate in the community as part of their jobs while others choose to volunteer their time. We value both equally and we treat everyone with respect.

Examples of positive behaviors:

- Demonstrating empathy and kindness toward other people
- Using welcoming and inclusive language
- Being aware of cultural differences
- Focusing on what is best for our overall community, including who are most vulnerable
- Being kind to others
- Fostering brave spaces where everyone is welcome to actively participate

Examples of unacceptable behaviors:

- Being disrespectful of other people's contributions
- Psychological manipulation to deceive or create self-doubt in others (“gaslighting”)
- Demeaning others' opinions or efforts
- Being condescending, unwelcoming
- Discrimination against vulnerable or marginalized members of our community

We treat each other with respect, even when we disagree

It is expected that we will sometimes disagree with each other. However, disagreement is no excuse for poor behavior and poor manners. We do not allow our frustrations to turn into personal attacks. When we observe arguments getting heated, we refer those involved to our Code of Conduct. A community where people feel uncomfortable or threatened is not a productive one.

When we disagree, we first try to work things out between ourselves in a constructive manner. If that is not possible, we ask others to help us. This approach gives people more control over the outcome of their dispute. If that fails, we escalate the matter to designated leaders in our community. Our [Conflict Resolution Policy](#) provides clarity and direction for resolving conflicts.

Examples of positive behaviors:

- Being respectful of differing opinions, viewpoints, and experiences
- Being kind to others
- Respecting other people's boundaries
- Centering mutual respect in your interactions with others

Examples of unacceptable behaviors:

- Initiating controversy for the sake of controversy
- Trolling and other disingenuous behavior designed to provoke others
- Making insulting or derogatory comments

We are collaborative

We work in the open and invite others to collaborate with us whenever possible. We document our work and share our progress with others.

We take responsibility for our words and actions and the impact they have on others. We listen to what others have to say, and keep our minds open.

Examples of expected behaviors:

- Giving and gracefully accepting constructive feedback
- Accepting responsibility and apologizing to those harmed by our mistakes
- Learning from our experiences and making an effort to avoid similar mistakes in the future
- Accepting help from others

Examples of unacceptable behaviors:

- Repeatedly instigating conflict and baiting people into arguments
- Deliberately inflating contributions to benefit yourself or your organization
- Blocking or restricting access to knowledge (“gatekeeping”)

We do not tolerate abusive behavior

Everyone is responsible for taking action against harassment, intimidation, bullying, and abuse. We speak up when we see others engaging in discriminatory, derogatory, or demeaning behavior. Everyone in our community is expected to take this responsibility seriously.

Incidents of bullying, harassment, and abuse should be reported using the [Incident Report Form](#). All reports are reviewed and investigated by the Conflict Resolution Team. Care is taken to protect the privacy of reporters as well as those harmed or endangered by the incident. The Conflict Resolution Team will respond in a way that is necessary and appropriate to the circumstances. If you or someone you know is in immediate danger, seek the assistance of local law enforcement.

Examples of positive behaviors:

- Reporting incidents of harassment or abuse
- Reminding others of the Code of Conduct

Examples of unacceptable behaviors:

- Public or private harassment, threats, and intimidation
- Abusive language
- Violent language or threats directed against another person or group of people
- Sexist, racist, homophobic, transphobic, ableist, or exclusionary statements, regardless of intent
- Publishing people's private information without their explicit permission. This includes full name, address (physical or email), and other personally sensitive information.
- The use of sexualized language or imagery and unwelcome sexual attention or advances
- Deliberate intimidation, stalking, or following
- Unwelcome physical contact
- Intentionally misidentifying, misgendering and/or "deadnaming" an individual
- Disruptive behavior at talks and events
- Conduct which could reasonably be considered inappropriate in a professional setting. Such cases will be reviewed by the conflict resolution team

We ask for help when we need it

We understand that those who are new to our community may not have the same knowledge or experience that we do. We document our work so that others may benefit from our experience and expertise. When others have questions, we help point them in the right direction to find the answers they need.

When we need clarity, we ask questions in simple, polite language to avoid problems later on. We understand that contributors may not have the time to answer every question. Before asking a question we review existing documentation to see if we can find the answer. If we find inaccurate or outdated documentation, we help to make sure it gets updated.

Examples of positive behaviors:

- Directing new users to the proper place to find the answers they need
- Asking clarifying questions in a considerate way

Examples of unacceptable behaviors:

- Repeatedly asking maintainers for technical assistance without attempting to utilize other sources first.

We step down considerately

Members of every project come and go and Drupal is no different. Being able to take a break or step away is important for both our personal health and the health of our community. When it is time for us to leave, we do so in a way that minimizes disruption. We tell people we are leaving and take steps so that others are able to pick up where we left off. Our goal is to leave things better than we found them.

Examples of positive behaviors:

- Taking breaks when needed
- Setting up others for success when we need to step away
- Succession planning for those in leadership roles

Examples of unacceptable behaviors:

- Threatening to quit if your demands are not met
- Blocking access to other community members who do not agree with you
- Abandoning or quitting in a disruptive and/or destructive manner (“rage quitting”)

We are here for each other

Drupal values the unique talents, backgrounds, identities, and experiences of its members. Without them, we would not have a project or community. It is up to all of us to keep this community a friendly, welcoming, and inclusive place for everyone. We appreciate your support.

Reporting Code of Conduct Violations [Sidebar item]

Please use the [Incident Report Form](#) to report a code of conduct violation. The reports are reviewed and acted upon by the [Conflict Resolution Team](#). This team is a subset of the [Drupal Community Working Group](#).

Maintaining a welcoming community is a shared responsibility. Organizers, moderators, and administrators of community spaces are empowered to take action as necessary and appropriate to uphold the Code of Conduct. When action is taken within a community space, the responsible party is encouraged to report it to the Community Working Group.

The Drupal Code of Conduct was last revised in 2022 to support the growth and evolution of our community. It was adapted from or inspired by the [Contributor Covenant](#), the [Ubuntu Code of Conduct 2.0](#), the [Django Code of Conduct](#), the [Fedora Project Code of Conduct](#), the [A11yTalks Code of Conduct](#), the [Learn WordPress Code of Conduct](#), the [Decoupled Days Code of Conduct](#), and the [Enspiral Handbook](#), with original content provided by the Drupal community. It is licensed under the [Creative Commons License, Attribution-ShareAlike 2.0](#).