

Out in Tech Slack Code of Conduct

Welcome! This is the official public Slack channel for the Out in Tech community. This is a place for the entire community to chat, commiserate, and be merry!

1. **Membership:** This is a public, but invitation-only slack. The reason for this is to keep a degree of control over who can gain access, and to keep a safe and welcoming space for everyone! Feel free to invite folks that you think would appreciate, contribute, and/or benefit from being a part of this community of awesome folks.
2. **Engage:** Your constructive contributions matter! Your questions are welcome and valid. Your participation makes Out in Tech a better community. Stay active and engaged as much as you'd like. In doing so, you contribute to the health and longevity of this community.
3. **Include:** Use inclusive vocabulary, be kind, and be open to learning about everyone's varied experiences of life. This means refraining from derogatory language related to a gender(s), sexual orientation or preference(s), physical or mental dis/ability, race, class, religion, HIV status, and life choices including those of a financial, employment or health-related nature. Do not make broad generalizations about a category of people. We also encourage you to include your pronouns next to your name!
4. **Respect:** Debate and discuss constructively! No name-calling or mean-spirited comments. Be agreeable, even when you disagree. We have a zero tolerance for hate, and you will be removed for any hateful messages. Do not fuel unfounded rumors or spread information that isn't publicly available.
5. **Do not put into question someone's lived experience:** It is not your role to question someone's testimony or their feelings. An extension of this point is to never trivialize people's experiences. Even if you can't relate to someone's experiences, honor them by taking it seriously.
6. **Avoid endorsements of politicians:** This Slack is not the space to endorse a specific candidate (or promote events/fundraisers in their honor). However, you are welcome to discuss their policies that impact the community. Your discussions should air on the side of substance, not spite.
7. **Semi-professional:** Please consider this space may be used by individuals of all ages and backgrounds, and keep content to a semi-professional tone. No explicit images or graphic language. Post a trigger warning before discussing matters related to sexual abuse, self-harm, violence, eating disorders, and so on.
8. **Respecting the Space(s):** Read the description of the channel you are posting in and ask if it's the best spot for your questions or comments. Avoid cross-posting to more than one channel if possible. Find the best place for your post and trust it will reach the desired audience! Understand that some channels are meant for specific subsets of the community, and respect those boundaries by not joining those spaces if they are not for you (even if they are public).
9. **Shine:** We 100% want you to use the OIT community to advance your career. Share or promote yourself in the right channels (like #jobs, #announcements, or our city based

channels), and we'll be here cheering you on. That being said, please don't flood or spam the channels. We suggest keeping general promotions to 2x per week, and if you're promoting an event no more than 2x total in 2-3 channels max. If you are connecting to someone for a referral, please do not misrepresent yourself or your professional experience. And if you're hiring, make sure the position is paid! Economic empowerment is a great way to support the LGBTQ+ community.

10. **Confidentiality:** Please be mindful of the sensitivity of this space. Being an LGBT community, it's important that we respect one another's privacy. Don't attribute things said to, or reveal the identity of, folks in this slack without the affirmative consent of the speaker(s).

The Small Print

1. **Warnings:** If you are being inappropriate, but it is likely coming from a place of ignorance rather than malice, you will be DM'd by one of the Slack admins requesting that you adjust your behavior and/or remove your posts.
2. **Removal:** We reserve the right to delete any post, or remove any member of the community for not following the above community guidelines.
3. **Private Channels:** For privacy reasons, we've made the #trans-nonbinary-nonconforming channel private. If you'd like to join it, reach out to Daelynn Moyer . If you'd like to join the private #black-mental-health-support channel, reach out to Lianna Newman.
4. **Adding Channels:** As of now, only administrators have the ability to create new channels. If you feel strongly about the creation of a new channel, reach out to us via the #channel_suggestions channel!

Reporting an incident

If a member breaks the Code of Conduct, you are welcome to report an incident to help keep the community safe. To do so, head to the #everybody channel and click on the bolt below the text box. Click on **Report an Incident**. Slack moderators will review the incident and get back to you shortly. We will never divulge your identity for reporting the incident.

What happens if you break the code of conduct?

If you break the code of conduct, a Slack moderator will send you a private DM explaining what you did. They will let you know whether your violation falls into a Level 1, Level 2, or Level 3 category. A Level 1 violation is minor (e.g. posting an unpaid job opportunity) and a member will be removed from the workspace at the 3rd Level-1 offense. A Level 2 violation is serious (e.g. making suggestive/lewd remarks at another member), and a member committing it will lose their posting privileges for 1 week from the incident. If they commit another Level 2 offense, they will



be immediately removed from the workspace. A Level 3 violation (e.g. an explicitly homophobic, transphobic, racist remark or slur) will result in immediate removal from the workspace.

After 6 months of removal from the workspace following either Level 1 or Level 2 violations, the member can email gary@outintech.com if they'd like to be added back to the workspace explaining why.