

Seattle DSA is committed to principles of respectful discussion in every channel of communication, and there is no place in the organization for harassment of any kind. Online discussions pose unique challenges thanks to the scalability and ease of online communication. In order to keep our Slack channels useful, informative, and welcoming, we have developed an online code of conduct. Participation in SDSA Slack is conditional on acceptance of, and adherence to, these principles.

**1. No harassment.**

Harassment is explicitly defined in DSA's [Harassment Policy](#). Any behavior or communication that would be considered harassment in person or via any other channel is likewise not to be tolerated on Slack.

**2. Trust and data security.**

Slack, though at most a semi-private channel of communication, is a place where members feel free to discuss matters they may not wish to share in public. Please treat the contents of these discussions as privileged — unless given explicit permission, refrain from publishing identifiable private conversations, publicly posting non-redacted screenshots, or otherwise connecting members' social media accounts with their Slack posts or information. Likewise, remember that while Slack is meant to be private, its contents may become public due to violations of this policy, up to and including the actions of covert law enforcement agents — so be careful not to post anything you wouldn't be able to defend in the course of a legal proceeding.

**3. Respectful discussion.**

Slack is a venue for all kinds of conversations, from affirmation to criticism and everything in between. We ask that all of our interactions be conducted with respect for our comrades and our community.

- Assume the best of your fellow members
- Know when to step up and when to step back
- W.A.I.T. — ask yourself “Why Am I Talking?”
- Respect the principles of Progressive Stack by leaving space for the voices that are dismissed or ignored in our wider society
- Be receptive to feedback. Trust your comrades' perceptions of your communication style, even if they do not match your intent.

**4. Disruption of discussion.**

Intentional disruption, thankfully, is rare in a voluntary community such as our own. However, the lack of visual, tonal, and emotional cues makes online discussion particularly challenging. Many behaviors which fall well short of actionable harassment — many of which may be inadvertent — nevertheless serve to impair communication and stifle participation.

- Volume. Not all of our members are active in discussions, and among those who are, some are more active than others. However, *extremely* high-volume posters tend to displace quieter contributors through sheer volume and/or density of repeated posts.

- **Tone.** A pattern of combative, contrarian, or condescending communication can have effects beyond the discussion at hand, as certain posters develop a reputation for difficult interaction, and more conflict-averse members begin to withdraw from conversation, both with the individual in question and in general.
- **Accountability.** Your participation in this space depends upon your receptivity to the needs and concerns of the organization and the individuals who comprise it. An inability to take these interactions seriously — “shitposting,” in a word — degrades the quality of interaction and makes our Slack a less useful and welcoming place.

## **5. Posting etiquette**

- **Read before you post.** The news story or tweet that you are sharing might already be under discussion. Scroll up!
- **Please thread your conversations,** especially in high-volume channels, to minimize the “wall-of-text” effect.
- **Comment threading on image posts** is broken by default. When you share an image, post a line or two of text below it so there’s something to hang a comment thread on.
- **Be judicious about sharing posts or replies.** Comments within threads rarely need to be surfaced to the top level of the channel.
- **Same goes for posts addressed to @channel, @everyone, and @here.** Even a small demand for attention, when multiplied across hundreds of recipients, can contribute to information overload.
- **And the same goes double for direct messages.** Think twice or more about making demands on your comrades’ time or energy — think about whether your concerns might be better addressed to a public channel or a co-chair/caucus/working group member — and be aware that you are not necessarily entitled to anyone’s one-on-one attention. “Why Am I Talking” applies to DMs just as it does to public posts.

## **6. Reporting violations**

To register a complaint or report a violation of this code of conduct, please contact one of our Harassment Grievance Officers, fill out [this form](#), or use the [anonymous reporting form](#) on our website. Behavior that is blatantly contrary to this code may result in contact initiated directly by an HGO, even absent the filing of a formal grievance.

## **7. Discipline procedure**

Online misconduct falls under the same procedure as offline misconduct, and the [DSA Harassment Resolution](#) applies equally to both. Remedies and penalties include formal warnings, suspension or termination of Slack posting privileges, suspension from local meetings and activity, removal from committees, caucuses, and working groups, suspension or termination of DSA membership, and any other relief deemed necessary and just by the local or national leadership.