

CodeandStuff

Community Guidelines



CodeandStuff

30th April, 2019

INTRODUCTION

These community guidelines outline our expectations for participants (mentors and attendees) within the CodeandStuff community both during events and online (slack), as well as steps for reporting unacceptable behaviour. We are committed to providing a welcoming and inspiring community for all, and expect our community guidelines to be honoured. Anyone who violates these community guidelines may be banned from the community.

DIVERSITY STATEMENT

While CodeandStuff is open exclusively to women and non-binary individuals, we encourage everyone to help mentor as we need allies. We will not discriminate on the grounds of race, colour, ethnic or national origin, sexuality, disability, religious or political beliefs, marital status or age.

We encourage everyone to participate and are committed to building a community and although we will fail at times, we seek to treat everyone as fairly and equally as possible.

Whenever a participant has made a mistake, we expect them to take responsibility for it. If someone has been harmed or offended, it is our responsibility to listen carefully and respectfully, and do our best to right the wrong.

OUR VALUES AND ETHICS

1. Be respectful.

Not all of us will agree all the time, but disagreement is no excuse for poor behaviour and poor manners. We might all experience some frustration now and then, but we cannot allow that frustration to turn into a personal attack. It's important to remember that a community where people feel uncomfortable or threatened is not a productive one.

2. Be kind and careful with your words.

We are a community of professionals, and we should conduct ourselves professionally. Be kind to others. Do not insult or put down other participants. Harassment and other exclusionary behaviour aren't acceptable.

3. Try to understand why we disagree.

Disagreements, both social and technical, happen all the time. It is important that we resolve disagreements and differing views constructively.

Remember that we're different. The strength of our community comes from its diversity, people from a wide range of backgrounds. Different people have different perspectives on issues. Being unable to understand why someone holds a viewpoint doesn't mean that they're wrong. Don't forget that it is human to err, and blaming each other doesn't get us anywhere. Instead, focus on helping to resolve issues and learn from mistakes.

4. Say yes and willing to work together.

Practice saying “Yes and” to each other. Build on each other’s ideas. We all benefit when we create and work together

SLACK


CodeandStuff Slack is a closed, invite-only community. To make sure people know who they are talking to can you please have your full name as your display name and include a profile picture that best represents you, so people know who they are talking to and we can all get to know each other better.

All message’s shared within our slack should remain private and should not be shared outside of the Slack channels. If you would like to share something you have seen please contact the poster first before posting externally.

HARASSMENT

Harassment definition includes, but is not limited to:

1. Offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, race, age, regional discrimination, political, religious affiliation or criminal convictions;

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2. Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment;
 3. Deliberate misgendering. This includes deadnaming or persistently using a pronoun that does not correctly reflect a person's gender identity. You must address people by the name they prefer. When online, it's fine to address them by their username;
 4. Physical contact and simulated physical contact (eg, textual descriptions like "hug" or "backrub") without consent or after a request to stop;
 5. Threats of violence, both physical and psychological incitement of violence towards any individual, including encouraging a person to commit suicide or to engage in self-harm;
 6. Deliberate intimidation or publication of non-harassing private communication;
 7. Stalking, following or continued one-on-one communication after requests to cease;;
 8. Harassing photography or recording, including logging online activity for harassment purposes;
 9. Sustained disruption of discussion;
 10. Unwelcome sexual attention, including gratuitous or off-topic sexual images or behaviour;
 11. Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others;
 12. Deliberate "outing" of any aspect of a person's identity without their consent except as necessary to protect others from intentional abuse.

COMPLAINTS

Our community prioritises marginalised people’s safety over privileged people’s comfort. We will not act on complaints regarding:

1. ‘Reverse’ -isms, including ‘reverse racism,’ ‘reverse sexism,’ and ‘cisphobia’
2. Reasonable communication of boundaries, such as “leave me alone,” “go away,” or “I’m not discussing this with you”
3. Refusal to explain or debate social justice concepts
4. Communicating in a ‘tone’ you don’t find congenial
5. Criticising racist, sexist, cissexist, or otherwise oppressive behaviour or assumptions.

REPORTING ISSUES

If you experience or witness unacceptable behaviour—or have any other concerns—please report it by contacting us via

codeandstuff.manc@gmail.com

All reports will be handled with discretion. In your report please include:

1. Your contact information.
2. Names (real, nicknames, or pseudonyms) of any individuals involved. If there are additional witnesses, please include them as well. Your account of what occurred, and if you believe the incident is ongoing. If there is a

publicly available record (e.g. a slack post/email/social media post), please include a screenshot.

3. Any additional information that may be helpful.

After filing a report, Fey Ijaware (CodeandStuff Founder) will contact you personally, review the incident, follow up with any additional questions, and make a decision as to how to respond.

We'll talk with you to work out what, if anything, you'd like to do. You might decide you'd like us to mediate a discussion, or you might prefer us to speak to the involved people on your behalf. Or we might come up with something different.

We take all reports very seriously and we will treat each one with complete confidentiality.

CONCLUSION

At CodeandStuff we strongly believe that everyone should be able to learn in a safe, supportive and inclusive environment. We work hard to make sure that's the case but we need your help to keep it that way.

Fey Ijaware

A handwritten signature in black ink that reads "Fey Ijaware". The signature is written in a cursive, flowing style.

Founder of CodeandStuff