

# IA2\_Conference Slack Workspace Code of Conduct

## Getting Started

1. All are welcome to contribute regardless of their level of experience with diversity and inclusion. If you'd prefer to hang back and view discussions, that's fine, too.
2. If your favorite topic isn't being discussed, then bring it up! Feel free to create other channels as needed.
3. We expect everyone to treat others with respect. While we encourage civil debate, we ask for patience and remind you that we are here to learn, and that means being open to a diverse set of ideas.
4. Please review the Code of Conduct below.

## Confidentiality

**Please don't talk about the IA2\_Conference Slack workspace in public.** This is a private, invitation-only Slack workspace. Please don't discuss it or its contents in public, or with people who aren't members.

**Please keep what is said in the IA2\_Conference Slack workspace confidential.** Don't repeat or quote things said there without the affirmative consent of the writer(s). When quoting (with consent), please be careful not to reveal the existence of the IA2\_Conference Slack workspace. Rather, you can refer to the quote as something that was said "in chat" or while you were talking to the quoted member(s).

**Please be mindful that things you say in the IA2\_Conference Slack workspace may at some point become public.** While we expect members to honor the confidentiality of this space, we cannot guarantee that they will do so—nor can we guarantee that every member's login credentials and logged-in devices are secure. Please exercise caution and refrain from sharing sensitive information that could harm you or others if it became public.

## Expected Behavior

- Be welcoming, considerate, kind, constructive, helpful and look out for each other.
- If you're concerned or unsure about something on Slack, talk with someone (e.g., one of the LOC). We are here to help.
- Don't be an apathetic bystander. Role model respectful behavior, but also help to address disrespect when you see it.
- Should you catch yourself behaving disrespectfully, or are confronted as such, listen intently, own your words and actions, and apologize accordingly. No one is perfect, and even

well-intentioned people make mistakes and can cause harm. What matters is how you handle these mistakes and that you avoid repeating them in the future.

## Unacceptable Behavior

- Any conduct or speech which might be considered sexist, racist, homophobic, transphobic, ableist or otherwise discriminatory or offensive in nature.
  - Do not use unwelcome, suggestive, derogatory, or inappropriate nicknames or terms.
  - Do not show disrespect towards others (e.g., jokes, innuendo, dismissive attitudes.)
- Intimidation or harassment.
- Disrespect towards differences of opinion.
- Inappropriate attention or contact. Be aware of how your actions affect others. If it makes someone uncomfortable, stop.
- Disparaging others and their ideas instead of offering constructive criticism.
- Sustained disruptions.
- Violence, threats of violence, or violent language.
- Posting stuff for sale, business opportunities, etc.

## Enforcement

- Understand that speech and actions have consequences, and unacceptable behavior will not be tolerated.
- If you are the subject of, or witness to any violations of this Code of Conduct, please contact the LOC by emailing [inclusion2@stsci.edu](mailto:inclusion2@stsci.edu) or messaging us directly on Slack, or STScl Human Resources at [conduct@stsci.edu](mailto:conduct@stsci.edu).
- If violations occur, organizers will take any action they deem appropriate for the infraction, up to and including expulsion.

**Acknowledgement:** Portions of this Slack Code of Conduct derived from Slack Developer Community Code of Conduct (<https://api.slack.com/docs/community-code-of-conduct>), Slack code of conduct at Go Make Things (<http://gomakethings.com>), the Django Code of Conduct, The Citizen Code of Conduct, The Rust Code of Conduct, the Crait base code of conduct (<https://gist.github.com/annalee>) and The Ada Initiative under a Creative Commons Attribution-ShareAlike license.