

CENTRE FOR INTERNET AND SOCIETY, BANGALORE

CODE OF CONDUCT AND FRIENDLY SPACE POLICY

This **Code of Conduct and Friendly Space Policy** aims to ensure a friendly, safe, and non-discriminatory environment for all participants in the **Internet Researchers' Conference 2022 (IRC22)** organized **online** by the **Centre for Internet and Society (CIS)** on **May 25-27, 2022**.

This code of conduct applies to the CIS offices, and all community spaces, both online and offline, including main and auxiliary events, meetings, mailing lists, and informal gatherings related to this event. Violations of the CoCFSP may invite sanctions, temporary ban or expulsion from community spaces.

CIS maintains a zero-tolerance policy towards harassment of community members in any form. Some community spaces may have additional rules in place, which will be made clearly available to participants. Members are responsible for knowing and abiding by these rules, and encouraged to help us create a welcoming and positive experience for all.

Diversity Statement

We are committed to creating an open and inclusive forum for conversations through our events, and are available to listen to any concerns that may arise through the event.

Although this list cannot be exhaustive, we explicitly honor diversity in age, gender identity or expression, sexual orientation, socioeconomic status and background, culture, ethnicity, language, national/sub-national origin, political beliefs, profession, race, religion, caste, tribe and bodily, intellectual and technical ability. We will not tolerate discrimination based on any of the protected characteristics above, including participants with disabilities.

In keeping with the values of diversity in open knowledge movements, CIS strives to:

Create a friendly and welcoming environment for all

Show open-mindedness and respect in collaboration

Remain professional, considerate, and stay sensitive

Embrace diversity; understand disagreement

Show acceptance and patience

General Community Guidelines

Friendliness and mutual respect: Contribute to a pleasant atmosphere and a climate of friendliness and fairness. Strictly refrain from statements that are intimidating, degrading, offensive or discriminatory (especially towards marginalized and otherwise underrepresented groups) or that could be understood as such, even if you are talking about non-participants.

Participation and Engagement: Respect all speakers and raise questions without interrupting others and the flow of the program. Refrain from talking over another member in a group conversation or deliberately ignoring their questions, but enable everyone to participate in the discussion. Express discomfort if you find yourself in an uncomfortable environment or conversation. Encourage participation by all present. Restrictions can be made for organizational or technical reasons.

Identity: Do not attempt to impersonate another person. Do not misrepresent your affiliation with any individual or entity. Similarly, do not disclose another person's identity or other private information without their consent (remember that disclosure of some identifying information is not consent to disclose other identifying information)

Privacy: Respect the self-chosen degree of anonymity of all participants. Allow participation with audio only (without video). Use the names, affiliations and preferred pronouns of the participants, which they themselves indicate in the video conference. If video and/or audio recordings are planned, all participants will be informed of this, including the intended purpose, before the start of the meeting. Still images (screenshots) may only be taken during the video conference with the express consent of all participants concerned.

Unacceptable Behaviour: Threats of violence, incitement to violence, personal attacks, gratuitous or off-topic use of sexual language or imagery, inappropriate or unwanted public or private communication are unacceptable. Harming the discussion or community through sustained disruption, interruption, or blocking of community collaboration (i.e. trolling), using the COCFSP for purposes other than reporting genuine violations will invite strict action on grounds of non-compliance.

Zero Tolerance of Sexual Harassment: Any behavior or conduct posing a threat of sexual harassment and violence of any kind will not be tolerated and will result in immediate dismissal from the conference.

Facilitation

Recognizability: The participant in the facilitation/moderator role is automatically identified during the video conference (e. g. with a star symbol, as 'facilitator/moderator' depending on the platform). Ideally, the facilitator should be the person who starts or leads the session. If this is not possible for technical reasons or if the facilitation role has to change during a session, please point this out to the other participants.

Technical role: During the session, the facilitator/moderator has extended technical rights. This includes the ability to admit and exclude other participants, as deemed necessary.

Social role: The facilitator/moderator is expected to support compliance with these rules and coordinate additional measures if necessary. They may take any action to enforce these rules, including removing participants and terminating the video conference. The facilitator shall exercise their rights strictly in good faith, as conducive to respectful discussions and keeping in mind the safety and privacy of participants.

Enforcement and Complaint Resolution

Personal responsibility: All participants are responsible for compliance with these rules to the best of their ability.

Reporting: If you believe that someone is not following this policy, you have the following options:

- Point out the terms openly, and ask the person behaving unacceptably to stop;
- Inform only the facilitator and/or the conference organisers (for example, by using the direct chat function);
- Report the matter via email directly to the **Response Team**. The team comprises two members, a. **Ambika Tandon** (ambika@cis-india.org) and b. **Malavika Goyal** (goyalmalavika@gmail.com)

If you have a complaint against someone on the organising team, they will recuse themselves from handling the reported incident. We will respond as promptly as we can to take note of your complaint, discuss the matter, and resolve the issue in a safe and respectful manner for all parties involved. We will accept good-faith reports of unacceptable behaviour, including harassment seriously and respond as promptly as possible. We will not name harassment victims without their affirmative consent. In order to protect volunteers from abuse and burnout, we reserve the right to reject any report we believe to have been made in bad faith or to silence legitimate criticism.

Please note that this event prioritises marginalised people's safety over privileged people's comfort. The organisers reserve the right to not to act on complaints regarding:

- 'Reverse' -isms, including 'reverse racism,' 'reverse sexism,' 'reverse casteism' and 'cisphobia'
- Reasonable communication of boundaries, such as "leave me alone," "go away," or "I'm not discussing this with you"
- Communicating in a 'tone' you don't find congenial
- Criticizing racist, sexist, casteist, cissexist, or otherwise oppressive behaviour or assumptions

In case of violations, the facilitator, organisers and/or Response Team can act immediately.

- The participant may be expelled or blocked from the session or the entire event;
- In the case of particularly serious violations, we can also pass on data to third parties to aid in addressing complaints;
- Actions can include identification of the participant as a harasser to other participants and the general public.

The Response team and organisers will function in a confidential, swift and survivor-centric manner to address complaints.

Note: This code of conduct was compiled and adapted from Wikimedia projects' policies on friendly space and keeping events safe (text available under the Creative Commons Attribution-ShareAlike License); and the Community Anti-Harassment Policy on Geek Feminism Wiki (available under the Creative Commons Zero license)

Please see:

[https://meta.wikimedia.org/wiki/User:Raimund_Liebert_\(WMAT\)/Safe_space_policy_for_video_conferences](https://meta.wikimedia.org/wiki/User:Raimund_Liebert_(WMAT)/Safe_space_policy_for_video_conferences)

https://www.mediawiki.org/wiki/Code_of_Conduct

https://meta.wikimedia.org/wiki/Keeping_events_safe

https://meta.wikimedia.org/wiki/WikiConference_India_2016/Code_of_Conduct

http://geekfeminism.wikia.com/wiki/Community_anti-harassment/Policy