Internet Researchers' Conference 2019 (IRC19): #List
https://cis-india.org/raw/irc19-list

CODE OF CONDUCT AND FRIENDLY SPACE POLICY

Objective

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 2019 (IRC19) organised by the researchers@work programme at the Centre for Internet and Society at Lamakaan, Hyderabad, from January 30 to February 1, 2019.

This code of conduct applies to all IRC19 community spaces, both online and offline, including main and auxiliary events, meetings, mailing lists, and informal gatherings. Violations of the CoCFSP may invite sanctions, temporary ban or expulsion from community spaces.

CIS maintains a zero-tolerance policy towards harassment of participants in any form. Some community spaces may have additional rules in place, which will be made clearly available to participants. Participants 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 IRC19, 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, and bodily 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, the researchers@work programme 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

Do
- Be kind and polite, and assume good faith in each other
- Be patient and welcoming
- Embrace and appreciate the diversity and differences among each other
- Be careful and sensitive to your actions and words
- Be a good listener
- When disagreement or conflicts occur, discuss and resolve it in an open, civil, and respectful manner, and consult event organisers if needed
- Obtain participants' consent when taking pictures, videos, or posting anything on your social media
- Respect personal space and privacy of all members
- Respect all speakers and raise questions without interrupting others and the flow of the program
- Express discomfort if you find yourself in an uncomfortable environment or conversation
- Be mindful or your behavior and interactions in the presence of minors and/or children at the event or in the conference premises
- Point out or report harassment, discrimination, or personal attacks when it happens to the **Response Team**

Don't
- Commit harassment or discrimination or engage in unacceptable behavior in any forms (see section on unacceptable behavior and how to report it)
- Directly or indirectly attack or maliciously criticise one's identity, appearance, beliefs, opinions, or behavior
- Talk over another member in a group conversation or deliberately ignore their questions, but enable everyone to participate in the discussion
- Waste resources, be it food, electricity, plastic, paper, etc.
- Force members to participate in activities or conversation they do not wish to join or continue
- Smoke or consume alcohol on the conference premises (including inside the hotel rooms and corridor) without taking permission from everyone present

Unacceptable Behaviour

Harassment and other types of inappropriate behavior are unacceptable in all public and private spaces at the IRC19. Examples include but are not limited to:

- Personal attacks, violence, threats of violence, or deliberate intimidation
- Offensive, derogatory, or discriminatory comments
- Gratuitous or off-topic use of sexual language or imagery
- Inappropriate or unwanted attention, touching, or physical contact (sexual or otherwise)
- Inappropriate or unwanted public or private communication, following, or any form of stalking
- Unwanted photography or recording
- Disclosure of a 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)
- Inappropriate or unwanted publication of private communication - publishing or reporting private communication or personally identifying information for the purposes of reporting harassment (as explained here) and/or in the case of whistleblowing, is acceptable
- Harming the discussion or community with methods such as sustained disruption, interruption, or blocking of community collaboration (i.e. trolling)
- Discrimination, particularly against marginalised and otherwise underrepresented groups
- Inappropriate conduct (verbal and physical) towards/in the presence of children and minors at the event premises
- Using the code of conduct system for purposes other than reporting genuine violations of the code of conduct (e.g., retaliating against a reporter or victim by filing a report claiming their response was harassment)
- Attempting to circumvent a decision of the **Response Team** e.g. unblocking someone during a period the team banned them.

How to Report a Complaint

People who experience or observe unacceptable behavior by a participant, organiser or any community member are encouraged to follow these steps:

- Ask the person who is behaving unacceptably to stop. Make them aware of this Code of Conduct.
- Report the problem to the **Response Team**
- **Response Team** members: 1) **Puthiya Purayil Sneha** (sneha@cis-india.org), and 2) **Tejaswini Madabhushi** (mtejaswini@gmail.com)

Also, anonymous feedback can be shared using this link: http://bit.ly/irc19anon

If you have a complaint against someone on the **Response 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 also 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 criticisms.

Please note that CIS prioritises marginalised people's safety over privileged people's comfort. The response team reserves the right to not to act on complaints regarding:

- 'Reverse' -isms, including 'reverse racism,' 'reverse sexism,' 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
- Criticising racist, sexist, cissexist, or otherwise oppressive behavior or assumptions

Consequences

Participants asked to stop any harassing behavior are expected to comply immediately. The **Response Team** may also take any other action they deem appropriate, up to and including expulsion from all community spaces during the event, and identification of the participant as a harasser to other participants or the general public.

This code of conduct was compiled from Wikimedia policies on friendly space and keeping events safe, and the Community Anti-Harassment Policy on Geek Feminism Wiki.
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