

Code of conduct

This meetup brings together researchers, developers, innovators, managers, funders, publishers, leaders and educators to explore best practices and the future of research software. We value the participation of all stakeholders that interact with the Institute and want all of them to have an enjoyable and fulfilling experience. Accordingly, all attendees at our events (online or in-person) are expected to show respect and courtesy to other participants throughout the event and to conform to the following Code of Conduct.

Code of Conduct Summary

- N8 CIR are dedicated to providing a harassment-free experience for everyone. We do not tolerate harassment of participants in any form
- All communication should be appropriate for a professional audience including people of many different backgrounds.
- Be kind to others. Do not insult or put down other attendees.
- Behave professionally - remember that harassment and exclusionary jokes are not appropriate at our events.
- Attendees violating these rules may be asked to leave the event without a refund at the sole discretion of the event organisers.
- Thank you for helping make this event welcoming and friendly for all.

Clarifications

Harassment includes offensive communication related to gender, sexual orientation, disability, physical appearance, body size, race, religion, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

Participants asked to stop any harassing behaviour are expected to comply immediately. Be careful in the words that you choose. Remember that words can be offensive to those around you. Swearing and offensive jokes are not appropriate at our events.

If a participant engages in behaviour that violates this Code of Conduct, the event organisers may take any action they deem appropriate, including warning the offender or excluding them from the event with no refund.

Code of Conduct Committee

The Code of Conduct Committee deals with any Code of Conduct breaches or concerns raised by participants and are ready to help participants contact venue security or local police or otherwise assist those experiencing harassment to feel safe for the duration of the event.

Members of N8 CIR Code of Conduct Committee are:

- Gillian Sinclair
- Kirsty Pringle
- Niki Harratt

Reporting a Breach of the Code

If you believe someone is violating the Code of Conduct, we ask that you report it to the members of Code of Conduct committee at the conference in person or by e-mail and they will take the appropriate action to address the situation.

Procedure for Reporting Harassment (for Attendees)

This procedure has been adopted from the Ada Initiative's guide titled "workshop anti-harassment/Responding to Reports".

1. Contact any of the Code of Conduct Committee staff - they will be prepared to handle the incident and are informed of the Code of Conduct policy and guide for handling harassment at the workshop.
2. Report the harassment incident (preferably in writing, e.g. on paper or via email). All reports are confidential.
3. When reporting the event to staff, try to gather as much information as available, but do not interview people about the incident. Staff will assist you in writing the report/collecting information.
4. The important information consists of:
 - * Identifying information (name/badge number) of the participant doing the harassing
 - * The behaviour that was in violation
 - * The approximate time of the behaviour (if different than the time the report was made)
 - * The circumstances surrounding the incident
 - * Other people involved in the incident
5. The staff is well informed on how to deal with the incident and how to further proceed with the situation.
6. If you do feel your safety is in jeopardy, please do not hesitate to contact the Police by dialing 999. If you do not have a mobile phone, simply ask a staff member. Police non-emergency number is 101.

This Code of Conduct was forked from the example policy at the Geek Feminism wiki, created by the Ada Initiative and other volunteers, which is under a Creative Commons Zero license.