NCLOG Code of Conduct

As a community we believe it is important that we foster an environment where everyone feels welcome to participate, ask questions, engage in conversation and debate in a secure and positive manner.

When taking part in NCLOG Community interactions, whether in online or in person meetings, email or other, NCLOG members contribute to that positive environment through:

- Being kind to others

- Treating all fairly and justly, recognising people have different needs

- Behaving professionally and with integrity

- Using inclusive and non-discriminatory language

- Being respectful of differing viewpoints and experiences

- Exercising consideration and courtesy in both words and actions

- Graciously accepting constructive criticism

- Maintaining civility when engaging in debate

- Focusing on what is best for the community

- Showing empathy towards others

- Be patient when listening to others speak and do not interrupt them. Make sure everyone has an opportunity to speak

- Staying on the topic being discussed and not bringing back up a topic or agenda item that has been discussed fully.

- Alerting IES staff or another appropriate person if you notice a dangerous situation, someone in distress, or potential violations of this Code of Conduct

Examples of unacceptable behaviour include:

- Harassment or bullying of participants or the public in any manner

- Violent threats or language against another person

- Insults or inflammatory language

- Ableist, ageist, homophobic, racist, sexist, transphobic or exclusionary comments and jokes

- Sexual language or imagery in any form

- Intimidation, stalking or following

- Unwelcome sexual attention or advances

- Unwelcome physical contact or violence

- Unsolicited photography or recording

- Sustained disruption of talks or event schedule

- Excessive swearing

- Fraud, deceit, dishonesty or misrepresentation

- Other conduct that is inappropriate for a diverse and professional audience

All participants are ultimately responsible and accountable for their own words, actions and decisions.

Any participants asked to stop inappropriate behaviours must comply immediately. IES staff members reserve the right to take any actions they deem appropriate if a participant engages in unacceptable behaviour that contravenes this Code of Conduct. This includes warnings or expulsion from a specific NCLOG meeting, or from NCLOG as a community.