AutAngel Code of Conduct

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Introduction

This document states what AutAngel considers the best approach to resolving conflicts.

In the interest of fostering an open and welcoming environment, we aim to make participation in our activities a positive and harassment-free experience for everyone, regardless of neurology, age, body size, disability, ethnicity, gender identity and expression, level of experience, technical preferences, nationality, personal appearance, race, religion, or sexual identity, orientation and other differences.

Our code of behaviour

Please

- Use welcoming and inclusive language.
- Be respectful of differing viewpoints and experiences.
- Show empathy and kindness towards others.
- Focus on what is best for all involved.
- Gracefully accept constructive feedback.

Don't:

- Make offensive comments related to neurology, gender, gender identity and expression, sexual orientation, disability, mental illness, physical appearance, body size, age, race, national origin, ethnic origin, nationality, immigration status, language, religion or lack thereof, or other identity markers.
- Question or challenge someone's stated self-identity or chosen labels, even if they conflict with your perception.
- Touch, photograph or share private information about someone without their consent.
- Harass or threaten others.

Guiding principles

This guide considers the following to be core values that guide the specific conflict resolution procedure, and future changes to it.

1. Being kind: showing genuine consideration for the situation, and understanding of your own and others' roles both in this community and in the larger society.

2. Recognising mistakes happen: prioritizing education and conflict resolution processes, instead of blaming or making examples of people.
3. Trusting the ouch: it's likely that if someone says they're hurt, they really are hurt, so listen and trust them, even (and especially if) you don't understand why or how.
4. Being timely: taking measures to prevent any harm to continue as soon as possible.

When something happens

If you see someone breaking our code of behaviour, follow these steps:

1. Let the person know that what they did is not appropriate and ask them to stop.
2. If the person doesn't stop the behaviour, or if you're uncomfortable speaking up, contact an activity organiser or an AutAngel director (Contact details of the directors are available at http://www.autangel.org.uk/directors.html) When reporting, please include all relevant details.

If you've already followed the initial enforcement steps, and contacted a director. they will in consultation with other directors decide on what if any action to take. Their decision is final.

Scope

This Code of Conduct applies within all of AutAngel's activities.

Attribution

This Code of Conduct is adapted from the WeAllJS *Code of Conduct Enforcement Philosophy*, the WeAllJS *Code of Conduct*, the LGBTQ in Technology Slack *Code of Conduct*.