



## Code of Conduct

**We are committed to providing a safe, inclusive, and welcoming environment for all participants of the OONI Partner Gathering 2024.**

We encourage all participants to approach the event with open and positive attitudes, and to engage constructively with others at all times. This Code of Conduct applies to the OONI Partner Gathering and all conference-related social events, such as gatherings at restaurants or bars.

It is vital that discussions include many different opinions and experiences, so **we do not tolerate any kind of harassment**. We will take action in response to harassment related to national origin, gender, gender identity and expression, race, ethnicity, sexual orientation, physical characteristics, disability, religion, age, and other attributes.

## Communication

The OONI Partner Gathering is an international, multidisciplinary event. There will be people speaking multiple languages and using terms from various fields of study. English will often be the language we are using, and people who are fluent English speakers will have an advantage over less fluent English speakers.

**Together, we can make sure that we don't miss out on valuable insights from our amazing participants:**

1. Speak clearly and at a moderate pace.
2. Be an active listener, and be patient with people who are speaking their second (or third, or fifth!) language.
3. Avoid jargon when possible. Assume that people don't use the same terms, and explain them.
4. Address the idea, don't attack the person.
5. Disagreements happen; it's okay to walk away from a conversation that isn't fruitful or is becoming tense.
6. If you do not like a solution someone else is proposing, explain why, and state an alternative.



7. If you aren't having success on your own, ask for help from the session facilitator if you are in a session. Remember, if someone is breaking the Code of Conduct, you can make a report.
8. Remember that any group identity is complex and includes many different groups. Don't ask anyone to represent an entire group.
9. Don't hesitate to ask questions. Whether you don't understand a term or idea, did not hear the speaker well or forgot the name – please ask. There are no questions that are not good enough to ask.

## Unacceptable Behaviors

Harassment may occur online or in person. Examples of unacceptable behaviors include:

1. Verbal comments that reinforce oppression related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, ethnicity, age or religion (or lack thereof);
2. Imitating or making fun of accents or grammatical errors, or giving unsolicited grammar corrections (but clarifying questions are fine);
3. Verbal threats or demands;
4. Sexualized images in public spaces;
5. Intimidation;
6. Stalking;
7. Harassing photography or recording;
8. Sustained disruption of sessions or events;
9. Unwelcome physical contact or sexual attention;
10. Drugging food or drink;
11. Violating the conference privacy policy in order to attract negative attention to an attendee;
12. Enlisting the help of others, whether in person or online, in order to target an attendee;
13. Advocating for or encouraging any of the above behavior.

The list above is **illustrative and not exhaustive**.

Let someone leave a conversation that makes them feel uncomfortable, and do not follow people who have asked to be left alone. **If you discuss difficult topics that may be traumatic for participants, provide warnings so people may leave a conversation or plan coping strategies.**



Participants who are asked to stop harassing behaviors are expected to cease immediately. Depending on the severity of harassment or repeat offenses, the Incident Response Committee Members (explained below) will respond appropriately, including but not limited to giving warnings or expulsion from the event. With the consent of the person being harassed, local authorities will be called if needed.

We count on **everyone** to do their part to ensure positive experiences for all participants. **If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of the Incident Response Committee immediately.**



## Reporting Violations

Reports can be made confidentially by doing one of the following:

1. All members of the Incident Response Committee will be present at the OONI Partner Gathering. You can approach them directly to report a violation.
2. You can report a violation by sending an email to the **Incident Response Committee Members:**

### Committee Members:

- Elizaveta Yachmeneva (OONI), [elizaveta@openobservatory.org](mailto:elizaveta@openobservatory.org)
- Maria Xynou (OONI), [maria@openobservatory.org](mailto:maria@openobservatory.org)
- Kelly Koh (Sinar Project), [kelly@sinarproject.org](mailto:kelly@sinarproject.org)
- Amanda Meng (IODA), [a.meng@gatech.edu](mailto:a.meng@gatech.edu)

If your concern involves a member of the committee, they will remove themselves from handling your report.

**All reports are confidential.** You will not be asked to take actions that make you feel unsafe. Conference staff will be happy to help participants contact hotel/venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the conference.

## Privacy Policy

To protect the privacy and security of participants, we are applying the [Chatham House Rule](#) to the OONI Partner Gathering 2024:





*“When a meeting, or part thereof, is held under the Chatham House Rule, participants are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed.”*

Please use the Chatham House Rule for session notes as well. **Do not take pictures, or record audio or video inside the event venue without the explicit consent of the individuals involved.** When taking pictures outside the venue, please make sure that only people who consent to pictures are included.

In addition:

- You must wear your nametag at all times during the sessions of the OONI Partner Gathering 2024.
- Do not tweet, post, or publish information about individuals unless you obtain clear permission from them. This includes all tagging on social media.

Any privacy policy violations can be reported to the Code of Conduct Incident Response Committee.