

# Draft RIPE Code of Conduct

## Introduction

For more than a quarter of a century, the RIPE community's strength has come from its breadth of experience, diversity of views, and open, respectful exchange of ideas. These are values that we want all RIPE community members to uphold. Therefore, everyone who participates in our community must adhere to the RIPE Code of Conduct (CoC).

## Rationale

Our goals in having this Code of Conduct are:

- **To help everyone feel safe and included.** Many people will be new to our community. Some may have had negative experiences in other communities. We want to set a clear expectation that harassment and related behaviours are not tolerated here. If people do have an unpleasant experience, they will know that this is neither the norm nor acceptable to us as a community.
- **To make everyone aware of expected behaviour.** We are a diverse community; a CoC sets clear expectations in terms of how people should behave.

## Scope

### Where this CoC Applies

This CoC is for all participation in RIPE. This means in-person events, including social activities organised alongside those events. It also means any Internet-mediated participation, including mailing lists, real-time video or chat functionality, and communication technologies to be deployed in the future.

This includes but is not limited to:

- RIPE Meeting sessions and scheduled social events
- Intersessional RIPE events
- RIPE mailing lists
- RIPE-branded messaging or chat functionality
- Independently operated but RIPE-adjacent messaging or chat functionality
- Unofficial social events organised by RIPE Meeting attendees or their employers within the meeting venue

If an event organised by the RIPE NCC has a Programme Committee (PC), the RIPE NCC will consult with that PC before applying the CoC. The relevant PC will have the final say on whether it wishes to implement the CoC within its community and how this is done.

This CoC does not apply to events or interactions that are managed by other organisations or communities.

## People and Organisations Bound and Protected by the Code

This CoC applies to all people participating within the RIPE community, both on-site at physical events and over the Internet.

This includes but is not limited to:

- Event attendees
- Mailing list subscribers
- Program Committee members
- The RIPE Chair Team
- RIPE NCC Executive Board members
- RIPE NCC staff and contracted workers
- Speakers and panelists
- Sponsors and exhibitors
- RIPE Working Group Chairs

All of the people listed above are understood to be “RIPE participants” for the purposes of this CoC.

## CoC and National Law

This CoC only refers to ethical behaviour for the purposes of RIPE activities. It is not meant to define legal or illegal activities, which are covered in the relevant national laws.

If the RIPE CoC Team is alerted to acts that should be reported to the authorities, it will ask the reporter to do so. The CoC Team or RIPE NCC staff may relay the report or make their own if necessary.

## Behaviour

RIPE participants should be open, considerate, and respectful. This helps us to understand each other so that we can discuss issues and reach consensus. Behaviours that reinforce these values help to keep RIPE a positive environment to work and interact in. We have listed some of these positive behaviours below:

- **Open.** We are open to collaboration with others.
- **Focusing on what is best for the community.** We respect the community’s processes and work within them.
- **Appreciative of time and effort.** We respect the volunteer efforts that drive the RIPE community. We are thoughtful when responding to the contributions of others, keeping in mind that work is done for the good of the community.
- **Accepting of differing viewpoints and experiences.** We accept constructive comments and criticism, as the experiences and skills of others contribute to the whole of our efforts.
- **Showing empathy towards others.** We are attentive in our communications, whether in person or online, and we’re tactful when approaching differing views.
- **Being considerate.** We are considerate of our peers in the community.
- **Respectful.** We respect others, their positions, their skills, their commitments, and their efforts.
- **Accepting of disagreement.** When we disagree, we are courteous in raising our issues.

- **Using welcoming and inclusive language.** We're accepting of all who wish to take part in our activities, fostering an environment where anyone can participate and everyone can make a difference.

While this list helps to clarify our expectations, it is only the unacceptable behaviours in the next section that may constitute a violation of the CoC.

## Unacceptable Behaviours that may Constitute a CoC Violation

Behaviours that undermine our values will **not** be tolerated. These include but are not limited to:

- **Identity discrimination.** Any behaviour, actions, or presentation content displaying discrimination based on:
  - Age
  - Culture
  - Education level or technical expertise
  - Ethnicity
  - Experience in the community
  - Family status
  - Gender expression
  - Mental or physical ability
  - National origin or immigration status
  - Race
  - Religion
  - Sexual orientation
  - Size
  - Social or economic class
- **Aggressive communication.** Any behaviour or actions that are aggressive or intimidating:
  - Calling people names
  - Deliberately outing private details about someone without their consent
  - Inappropriate physical contact or unwanted sexual attention
  - Insulting someone
  - Making threats
  - Posting sexually explicit or violent material
  - Pushing someone to drink or take drugs
  - Repeatedly interrupting someone's presentation
- **Inebriation and intoxication.** Some events may provide alcoholic drinks. We expect people to drink responsibly. Alcohol use or other intoxication is never accepted as an excuse for CoC violations.

## Reporting Procedures and CoC Team Covered in Separate Documents

How to report violations of this Code of Conduct and related procedural information will be covered in separate RIPE Documents.