

Draft RIPE Code of Conduct v5

1. Introduction

~~For more than a quarter of a century~~Since 1989, 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).

At RIPE 80, the RIPE Chair proposed integrating the separate meeting and mailing list codes of conduct into a single document. This document is the result. It will be accompanied by other documents that describe the team responsible for implementing it and the processes that will be used.

This document includes several lists of examples. These lists are non-exhaustive and provided to illustrate. They do not and cannot document all possibilities. The RIPE community expects all participants to use good sense and not to view guidelines for human behaviour in the same way as technical documentation.

2. 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.

3. Call to Action

We need to be aware of the impact of our behaviour on others. When a person discovers they have made a mistake, they should acknowledge this and apologise. If they are unable to do this, the Trusted Contacts or future CoC Team can help.

If you see behaviour that breaches the CoC, you can ask that person to stop or change what they are doing. If you are not comfortable doing so, or if this does not work, please make a report to the trusted contacts or future CoC Team.

4. 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.

The RIPE NCC will ensure that the RIPE CoC is applied to all events it organises, unless there is an alternative that is more suitable.

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~~This includes but is not limited to:~~

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- ~~• 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~~

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~~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.~~

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~~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. It includes everyone supporting the community, even if they do not actively participate.

~~This includes but is not limited to:~~

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- ~~• 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~~

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~~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.~~

5. 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~~ Here are some ~~of these~~ examples of positive behaviours ~~below~~ (this is a non-exhaustive list):

- Accepting differing viewpoints and experiences
- Acknowledging the time and effort that community members have contributed
- Being considerate and showing empathy towards others, especially when disagreeing or raising issues
- Being open to collaboration and working with others
- Focusing on what is best for the community, respecting the community's processes and working within them
- Giving/receiving feedback or suggestions in a positive way
 - Using welcoming and inclusive language
- ~~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 are unacceptable and will not be tolerated. Below are some examples. It is important to be clear that this is a non-exhaustive list. Just because something is not included here, does not mean it is acceptable or is not a violation of the CoC. These include but are not limited to:

• **Identity discrimination.** Any behaviour, actions, or presentation content displaying discrimination based on (this is a non-exhaustive list):

- ⊖• Age
- Culture
- ⊖• Degree of mental or physical ability or disability
- Education level or technical expertise
- ~~—~~ Experience in the community
- ⊖• _____
- ⊖• Ethnicity
- ~~•~~ ~~Experience in the community~~
- ⊖• Family status
- ⊖• Gender expression
- ⊖• Mental or physical ability
- National origin or immigration status
- ⊖• Physical appearance
- ⊖• Race or ethnicity
- ⊖• Religion
- ⊖• Sexual orientation
- ⊖• Size
- Social or economic class

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Aggressive behaviour or intimidation. Any actions that are physically aggressive or used to intimidate others (some examples include):

- Following someone
- Inappropriate physical contact or proximity

• **Aggressive communication** (some examples include). ~~Any behaviour or actions that are aggressive or intimidating:~~

- ⊖• Calling people offensive 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.

6. Discretion to Reject Reports

This code of conduct is not a tool to attack others. It allows the community to apply good sense and does not provide for clever interpretations or loopholes. Reports that are not made in good faith will therefore be rejected at the discretion of the Trusted Contacts or future Code of Conduct Team. Some examples include (this is a non-exhaustive list):

- Counter-reports that someone's reaction to a CoC violation is also a CoC violation (e.g. being insulting to someone who is harassing others)
- Reports based on 'reverse -isms', such as 'reverse racism,' 'reverse sexism,' and 'cisphobia.'
- Reporting someone for their refusal to debate or provide evidence
- Reports that criticise discriminatory or otherwise oppressive behaviour or assumptions
- Reports that someone is communicating in a tone you do not like

7. 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.