

Code of Conduct

The GLA community is made up of members from around the globe with a diverse set of skills, personalities, and experiences. It is through these differences that our community experiences great successes and continued growth. When you are working with members of the community, this Code of Conduct will help steer your interactions and keep the GLA community a positive, successful, and growing one.

Our Community

Members of the GLA community are **open, considerate, and respectful**. Behaviours that reinforce these values contribute to a positive environment, and include:

- **Being open.** Members of the community are open to collaboration, whether it's on programming languages, frameworks, architectures, patches, problems, or otherwise.
- **Focusing on what is best for the community.** We're respectful of the processes set forth in the community, and we work within them.
- **Acknowledging time and effort.** We're respectful of the volunteer efforts that permeate the GLA community. We're thoughtful when addressing the efforts of others, keeping in mind that often times the labour was completed simply for the good of the community.
- **Being respectful of differing viewpoints and experiences.** We're receptive to constructive comments and criticism, as the experiences and skill sets of other members contribute to the whole of our efforts.
- **Showing empathy towards other community members.** We're attentive in our communications, whether in person or online, and we're tactful when approaching differing views.
- **Being considerate.** Members of the community are considerate of their peers -- other users.
- **Being respectful.** We're respectful of others, their positions, their skills, their commitments, and their efforts.
- **Gracefully accepting constructive criticism.** 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.

Our Standards

Every member of our community has the right to have their identity respected. The GLA community is dedicated to providing a positive experience for everyone, regardless of age, gender identity and expression, sexual orientation, disability, physical appearance, body size, ethnicity, nationality, race, or religion (or lack thereof), education, or socio-economic status.

Inappropriate Behaviour

Examples of unacceptable behaviour by participants include:

- Harassment of any participants in any form
- Deliberate intimidation, stalking, or following
- Logging or taking screenshots of online activity for harassment purposes
- Publishing others' private information, such as a physical or electronic address, without explicit permission
- Violent threats or language directed against another person
- Incitement of violence or harassment towards any individual, including encouraging a person to commit suicide or to engage in self-harm
- Creating additional online accounts in order to harass another person or circumvent a ban
- Sexual language and imagery in online communities or in any conference venue, including talks
- Insults, put downs, or jokes that are based upon stereotypes, that are exclusionary, or that hold others up for ridicule
- Excessive swearing
- Unwelcome sexual attention or advances
- Unwelcome physical contact, including simulated physical contact (e.g., textual descriptions like "hug" or "backrub") without consent or after a request to stop
- Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others
- Sustained disruption of online community discussions, in-person presentations, or other in-person events
- Continued one-on-one communication after requests to cease
- Other conduct that is inappropriate for a professional audience including people of many different backgrounds

Community members asked to stop any inappropriate behavior are expected to comply immediately.

Consequences

If a participant engages in behaviour that violates this code of conduct, the GLA Committee may take any action they deem appropriate, including warning the offender or expulsion from the community and community events with no refund of event tickets.

Thank you for helping make this a welcoming, friendly community for everyone.

Scope

GLA Summit Online conferences

This Code of Conduct applies to the following people at events hosted by the GLA Committee:

- Staff
- GLA Committee members
- speakers
- panellists
- tutorial or workshop leaders
- poster presenters
- people invited to meetings or summits
- exhibitors
- organizers
- volunteers
- all attendees

The Code of Conduct applies in official online event spaces, including:

- exhibit hall or vendor tabling area
- panel and presentation rooms
- hackathon or sprint rooms
- tutorial or workshop rooms
- poster session rooms
- summit or meeting rooms
- staff areas

The Code of Conduct applies to interactions with official event accounts on social media spaces and phone applications, including:

- comments made on official conference phone apps
- comments made on event video hosting services
- comments made on the official event hashtag or panel hashtags

Event organizers will enforce this code throughout the event.

Contact Information

If you believe someone is violating the code of conduct, or have any other concerns, please contact a GLA Summit organizer immediately. They can be reached by emailing organizers@glasummit.org

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