

Code of Conduct

Purpose and Scope

A primary goal of DENOG e.V. is to cultivate an open community that is inclusive to people of all backgrounds and experiences. All members, attendees, visitors, sponsors, speakers, exhibitors, organizers, board members as well as contractual and cooperation partners are bound by the rules of this Code of Conduct. It sets out the values, principles and actions that govern cooperation in activities related to the DENOG e.V. This Code of Conduct and its related procedures can also apply to unacceptable behavior occurring outside the scope of DENOG e.V. related activities if such behavior has the potential to adversely affect the safety and well-being of community members during activities within the span of control of DENOG e.V.

The purpose is to promote compliance with ethical standards and to create an environment that cultivates integrity, respect, inclusion and fair behavior.

Expectations

We are committed to providing a friendly, safe and welcoming environment for all, regardless of level of experience, gender identity and expression, sexual orientation, disability, personal appearance, body size, ethnicity, age, religion, nationality, social class, personal values or other similar characteristics.

The following behaviors are expected and requested of all community members:

- Exercise consideration and respect in your speech and actions.
- Be kind and courteous. There's no need to be mean or rude.
- Be mindful of your surroundings and of your fellow community members.
- If you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, speak up and offer support. Reach out to the board, designated team members or other community members you feel comfortable with to discuss the situation.

Don't just aim to be technically unimpeachable, try to be your best self.

Unacceptable Behavior

The following (non-exhaustive list) of behaviors are unacceptable and will have consequences:

- Personal attacks
- Trolling or insulting/derogatory comments
- Sexist, racist, homophobic, transphobic, ableist or otherwise discriminatory jokes and language
- The use of sexualized language or imagery, as well as unwelcome sexual attention.

- This includes, sexualized comments or jokes, inappropriate touching, groping, and unwelcome sexual advances.
- Public or private harassment
- Publishing or threatening to publish other people's private information without their explicit permission (doxing)
- Invading someone's private space, for example through inappropriate physical contact, inappropriate photography or recording, deliberate intimidation or stalking (online or in person).
- Sustained disruption of events, including workshops and presentations.
- Advocating for, or encouraging, any of the above behavior

Addressing Misconduct

Unacceptable behavior from anyone, including sponsors and those with decision-making authority, will not be tolerated. Anyone asked to stop unacceptable behavior is expected to comply immediately. If someone engages in unacceptable behavior, the organizers may take any action they deem appropriate, up to and including a temporary ban or permanent expulsion from DENOG e.V. activities without warning (and without refund in the case of a paid event). This may include expulsion from DENOG e.V. in accordance with its bylaws.

Mediation between parties can be provided via mediators in a safe environment/communication channel of choice. If you want to talk about something that you experienced, witnessed or if you feel unsafe you can contact the organizers, designated team members or the board at any time.

Versioning

Version	Status	Änderung	Datum
0.1	DRAFT	Initial Version	Q3-2024
1.0	Final	Abstimmung Version zur MV 2024	27.11.2024