

GO FAIR US Community Participation Guidelines

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Overview

GO FAIR US is built on the contribution and engagement of a robust national and global community. We care, appreciate, and acknowledge the diversity within our communities, and strive to create an inclusive, respectful, and safe place for all community members to feel empowered and included. GO FAIR US has adopted these Community Participation Guidelines in order to foster accountability and responsibility within our organization. We ask that all participating members abide by these guidelines in order to protect every and all of our participating community members. These Community Participation Guidelines outline specific behaviors and



responsibilities that we ask all individuals, groups, and organizations involved with GO FAIR US to follow and uphold.

These guidelines aim to support a community where all people feel safe to participate, introduce new ideas, and inspire others, regardless of:

- Background
- Family status
- Marital status
- Gender
- Gender identity or expression
- Sex
- Sexual orientation
- Native language
- Age
- Ability
- Race and/or ethnicity
- Caste and/or social hierarchy
- National origin, including immigration status
- Socioeconomic status
- Religion
- Geographic location
- Educational background, discipline, or specialization
- Any other dimension of diversity

Openness, collaboration, and participation are core aspects of our work. Diversity enriches our community, and we actively seek participation from those who increase it. These guidelines exist to further empower individuals and groups to interact and collaborate for mutual benefit.

Section 1 — When to Use These Guidelines



These guidelines outline our behavior expectations as members of the GO FAIR US community in all GO FAIR US activities, both offline and online. Your continued participation is contingent upon following these guidelines in all GO FAIR US activities. These activities include but are not limited to:

- Working with GO FAIR US community participants and GO FAIR US team members virtually or co-located.
- Participating in GO FAIR US Meetings.
- Representing GO FAIR US at public events.
- Representing GO FAIR US in social media (official accounts, team accounts, Twitter).
- Participating in GO FAIR US-related forums, mailing lists, wikis, websites, Slack channels, GitHub issues, group or person-to-person meetings, and GO FAIR US-related correspondence.
- Working in any other GO FAIR US spaces

While these guidelines are specifically aimed at GO FAIR US's work and community, we recognize that actions taken outside of GO FAIR US's online or in-person spaces could impact community health. For example, actions taken outside of GO FAIR US's spaces by a GO FAIR US community member against another GO FAIR US community member may warrant corrective measures as detailed later in this document ([Section 4](#)).

Section 2 — Expected Behavior

GO FAIR US provides opportunities to acquire and exchange knowledge across communities. We each share the responsibility to serve as models for meeting behavioral expectations.

The following behaviors are expected of all GO FAIR US community participants. These are the broad standards we hold ourselves to within the community. Specific behaviors that GO FAIR US is capable of directly responding to are detailed in [Section](#)

[3](#). Unacceptable behavior should be reported (see [Section 5](#)) as this assists in correcting and addressing unwelcome behavior, and can help establish a pattern of unacceptable behaviors or an unwelcoming community culture.

Be Respectful

Value each other's ideas, styles, and viewpoints. We may not always agree, but disagreement is no excuse for poor manners. Be open to different possibilities, different viewpoints and to being wrong. Be respectful in all interactions and communications, especially when debating the merits of different options. Be aware of your impact and how intense interactions may affect people. Be direct, constructive, and positive. Take responsibility for your impact and your mistakes – if someone says they have been harmed through your words or actions, listen carefully, apologize sincerely, and correct the behavior going forward.

Be Clear, Professional, and Considerate

We are likely to have some discussions about criticisms that are respectful and those that are not. We *must* be able to speak clearly when we disagree and when we think we need to improve. We cannot withhold hard truths. Doing so respectfully is hard, doing so when others don't seem to be listening is harder, and hearing such comments when one is the recipient can be even harder still. We need to be honest and clear, as well as respectful and considerate.

Be Inclusive

Recognize that certain voices have been excluded from conversations, and that inclusion is an important component of equity, therefore actively seek diverse perspectives. Diverse views on teams power innovation, even if diversity is not always comfortable. Encourage all voices. Help new perspectives be heard and listen actively. Be aware of how much time is taken up by dominant members of the group. Provide alternative ways to contribute or participate when possible.

Be inclusive of everyone in an interaction, respecting and facilitating people's participation whether they are:

- Remote (on video or phone)
- Not native language speakers
- Coming from a different culture
- Using pronouns other than "he" or "she"
- Living in a different time zone
- Facing other challenges to participate

Think about how you might facilitate alternative ways to contribute or participate. If you find yourself dominating a discussion, step back. Be an advocate for others' voices. Make way for other voices and listen actively to them.

For example, consider venue and inclusiveness. Setting informal meetings in bars or meeting for 'Happy Hour' may not be a safe setting for all members of the community. Consider other models, such as a meal or utilizing a professional meeting setting. Standing receptions (including poster sessions) with belly bars or high top tables or no seating only are not inclusive nor accessible to people who are differently abled.

Understand Different Perspectives

Our goal should not be to "win" every disagreement or argument. A more productive goal is to be open to ideas that make our own ideas better. Strive to be an example for inclusive thinking. "Winning" is when different perspectives make our work richer and stronger.

Appreciate and Accommodate Our Similarities and Differences

GO FAIR US community participants come from many cultures and backgrounds. Cultural differences encompass everything from official religious observances, to personal habits, to clothing and more. Be respectful of people with different cultural practices, attitudes, and beliefs. Work to eliminate your own biases, prejudices, and

discriminatory practices, and act as an advocate for others. Think of others' needs from their points of view. Appreciate that tone of voice and conflict responses may differ across cultural backgrounds. Use preferred titles (including pronouns). Respect people's right to privacy and confidentiality with respect to their cultural background, personal beliefs, and social expression. It is unrealistic to expect GO FAIR US community participants to know the cultural practices of every ethnic and cultural group, but participants are expected to be open to learning from and educating others as well as educating themselves.

Lead by Example

By matching your actions with your words, you become a person others want to follow. Your actions influence others to behave and respond in ways that are valuable and appropriate for our organizational outcomes. Design your community and your work for inclusion. Hold yourself and others accountable for inclusive behaviors. Make decisions based on the highest good for [GO FAIR US's Mission](#).

Section 3 — Behaviors That Will Not Be Tolerated

The following behaviors are considered to be unacceptable under these guidelines. While this section details specific behaviors, it should also be clear that patterns of disruptive or offending behavior are also permissible to report.

Violence and Threats of Violence

Violence and threats of violence are not acceptable - online or offline. These include incitement of violence toward any individual, including encouraging a person to commit self-harm. These also include posting or threatening to post other people's personally identifiable information ("doxing") online.

Personal Attacks

Conflicts will inevitably arise, but frustration should never turn into a personal attack. It is not okay to insult, demean, or belittle others. Attacking someone for their opinions, beliefs, and ideas is not acceptable. It is important to speak clearly when we disagree and when we think, as a community, we need to improve. Such

discussions must be conducted respectfully and professionally, remaining focused on the issue at hand.

Derogatory Language

Hurtful or harmful language is not acceptable related to:

- Background
- Family status
- Marital status
- Gender
- Gender identity or expression
- Sex
- Sexual orientation
- Native language
- Age
- Ability
- Race and/or ethnicity
- Caste and/or social hierarchy
- National origin, including immigration status
- Socioeconomic status
- Religion
- Geographic location
- Educational background, discipline, or specialization
- Any other dimension of diversity

For example, deliberately referring to someone by a gender that they do not identify with, and/or questioning the legitimacy of an individual's gender identity is considered harmful language. If you're unsure if a word is derogatory, don't use it. Subtle and/or indirect discrimination is also considered hurtful or harmful language; when asked to stop, stop the behavior in question.

Unwelcome Sexual Attention or Physical Contact

Unwelcome sexual attention or unwelcome physical contact is not acceptable. This includes, but is not limited to, the following:

- Sexualized comments, jokes, or imagery in interactions, communications, or presentation materials.
- Inappropriate touching, groping, or sexual advances, including touching a person without permission and touching sensitive areas such as their hair, pregnant stomach, mobility device (wheelchair, scooter, etc.), or tattoos.
- Physically blocking or intimidating another person.
- Physical contact or simulated physical contact (such as emojis like “kiss”) without affirmative (explicit) consent.
- Sharing or distribution of sexualized images or text.
- Unwelcome actions that serve to physically or socially isolate an individual.

Disruptive Behavior

Sustained disruption of events, forums, or meetings, including talks and presentations, will not be tolerated. This includes:

- ‘Talking over’ or ‘heckling’ speakers.
- Drinking alcohol to excess or using recreational drugs to excess, or pushing others to do so.
- Making derogatory comments about those who abstain from alcohol or other substances, talking about their abstinence or preferences to others, or pressuring them to partake - physically or through jeering.
- Otherwise influencing crowd actions that cause hostility in the session.

Exclusion

Intentional efforts to exclude people from GO FAIR US activities (except as a consequence of these guidelines or other official action) are not acceptable.

Influencing Unacceptable Behaviors

We treat influencing or leading unacceptable behaviors the same way we treat the unacceptable behaviors themselves. Thus, the same consequences ([Section 4](#)) apply.

Section 4 — Consequences of Unacceptable Behavior

Unacceptable behavior from any GO FAIR US community participant, including those with decision-making authority, will not be tolerated.

Reports of harassment/discrimination will be promptly and thoroughly investigated by the people responsible for the safety of the space, event, or activity (See [Section 7](#)). Appropriate measures will be taken to address the situation.

Anyone being asked to stop unacceptable behavior is expected to comply immediately. Violation of these guidelines can result in (1) being asked to leave an event or online space, either temporarily or for the duration of the event; (2) being banned from participation in spaces or in future events and activities in perpetuity; or (3) other actions as determined necessary by the GO FAIR US leader(s) involved in the review.

In addition, any participants who abuse the reporting process ([Section 5](#)) will be considered to be in violation of these guidelines and subject to the same consequences. False reporting, especially to retaliate or exclude, will not be accepted or tolerated.

Section 5 — Reporting

We encourage you to report incidents where someone has engaged in behavior that is potentially illegal or makes you or someone else feel unsafe, unwelcome, or uncomfortable as explained in these guidelines. Note that intentional false reports will be considered a violation of these guidelines, but reports made in good faith will not have negative consequences to the person making the report.

If you experience or witness unacceptable behavior, you may ask the person to stop their unacceptable behavior. You should also contact relevant authorities (for example, event security, emergency medical services) as you feel necessary. However, you are not obligated to take these actions prior to making a report.

To make a report, email gofaircpg-report@sdsc.edu.

Section 6 — Ask questions

Everyone is encouraged to ask questions about these guidelines. If you are organizing an event or activity, reach out for tips on building inclusion for your event, activity or space. Your input is welcome and you will always get a response if you reach out to [GO FAIR US](#).

Section 7 — Contacts at GO FAIR US Spaces and Events

Conveners of GO FAIR US events are requested to speak about these guidelines at the start of an event, so that participants are reminded of their responsibility to abide by the guidelines. Participants should be asked to review and agree to these guidelines when they sign up for an event.

GO FAIR US events will have emergency contacts designated for each event. These contacts will be posted prominently throughout the event, and in print and online materials.

Each physical or virtual GO FAIR US space shall have a designated contact. If not otherwise stated, the session lead and any GO FAIR US team present shall be considered the designated contact(s).

Section 8 — Modifications to these guidelines

GO FAIR US may amend these guidelines from time to time and may also vary the procedures it sets out where appropriate in a particular case. Material modifications

to these guidelines will be announced via the monthly GO FAIR US News email, on the GO FAIR US website, and through other appropriate channels. Continued participation in GO FAIR US events and spaces, after an announcement of material changes, would indicate your agreement to these changes.

Section 9 — License and attribution

This document and all associated processes are only possible with the hard work of GO FAIR US Community Participants.

This set of guidelines is distributed under a [Creative Commons Attribution-BY-4.0 license](#).

These guidelines have been modified from [Earthcube's Community Participation Guidelines](#) which were adapted from [ESIP's Community Participation Guidelines](#), which were based on [Mozilla's Community Participation Guidelines](#).

Adopted by the GO FAIR US Cabinet on behalf of the GO FAIR US Community on November 4, 2021.