

# Code of Conduct

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Document Information	
Date Created	22/11/2020
Date Modified	07/01/2021 - Approved by IGeLU SC
	07/01/2024 - review date

***IGeLU is using this Code of Conduct for IGeLU Working Groups, IGeLU Communities of Practice and Steering Committee (SC) activities and meetings. This Code of conduct applies to***

- 1. Interactions within the IGeLU Organisation***
- 2. Interactions between our sister organisation - Ex Libris users of North America (ELUNA)***
- 3. Interactions between the IGeLU Organisation and individual IGeLU member institutions***
- 4. Interactions with third parties such as Ex Libris, IGeLU non-member institutions and vendors.***

***IGeLU Organisation refers to the IGeLU Steering Committee (SC), Working Groups and other IGeLU groups.***

***IGeLU member institutions refer to Institutions which are current financial members of IGeLU***

***By taking part in any of these activities hosted by and for IGeLU, you agree to uphold this Code of Conduct and Anti-harassment Policy.***

This document is to be read in conjunction with the [Conference Code of Conduct](#) as the Conference Code of Conduct is an extension of this document.

IGeLU is a not-for-profit organisation focussed on the Ex Libris user community. IGeLU is dedicated to providing a harassment-free environment and community for everyone, regardless of sex, gender, sexual orientation, disability, physical appearance, body size, race, or religion.

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We are a diverse community from a wide range of social, cultural, and professional backgrounds. To ensure that everyone has an enjoyable and enriching experience, we ask that you bring a spirit of respect and friendly inquiry to all your interactions.

All communication should be appropriate for a professional audience. Do not insult or put down other community members. Sexist, racist, or exclusionary jokes are not appropriate.

Our community has a range of skills and experiences, and we do not assume a level of technical or theoretical knowledge. Our intention must always be to listen and support others.

In the event that someone's conduct is causing offence or distress, IGeLU has an Anti-harassment Policy (below).

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

## Anti-harassment Policy

We do not tolerate harassment in any form. Communications that are abusive, trolling, disrespectful, or discriminatory in any way are not tolerated.

IGeLU members take responsibility for protecting each other from harassing behaviour if they witness it occurring and for stepping in to enforce the social guidelines if they notice lapses. If another community member comes to anyone on the IGeLU Steering Committee (SC) with a report of harassment or inappropriate behaviour, the IGeLU SC will listen to them and take that report seriously. All reports of harassment will be received without judgment or bias and will be held in confidence.

Threatening or taking action against someone for invoking this policy or for participating in any related investigation will be considered a violation of this policy.

**If a participant is being harassed**, notices that someone else is being harassed, or has any other concerns, they should contact someone they trust in the [IGeLU SC](#), as soon as they are comfortable doing so.

**Participants asked to stop any harassing behaviour** are expected to comply immediately. Any IGeLU member can issue a warning to a participant that their behaviour violates the community's anti-harassment policy.

**If further action is required**, the IGeLU SC will take any action they deem appropriate, including warning the offender, or in extreme cases, expelling or banning them from IGeLU events and forums.

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## Social Guidelines

*(repurposed for IGeLU from the [Recurse Social Rules](#))*

How do the Social Guidelines work?

Social Guidelines aim to help create a friendly and welcoming environment for all involved in the IGeLU. The social guidelines are examples only and is not an exhaustive list.

These are things that everyone does and breaking one doesn't make you a bad person.

These guidelines aim to help make this community a pleasant environment where you are free to be yourself, and tackle things outside your comfort zone.

## The Social Guidelines

### 'Well-actuallys'

*Alice: I just installed Linux on my computer!*

*Bob: It's actually called GNU/Linux.*

A well-actually is when you correct someone about something that's not relevant to the conversation or tangential to what they're trying to say. They're bad because they aren't helpful, break the flow of conversation, and focus attention on the person making the well actually.

### Feigning surprise

*Dan: What's the command line?*

*Carol: Wait, you've never used the command line?*

Feigned surprise is when you act surprised when someone doesn't know something. Responding with surprise in this situation makes people feel bad for not knowing things and less likely to ask questions in the future, which makes it harder for them to learn.

### Backseat driving

*Bob: What's the name of the string copy function?*

*Alice: Strncpy.*

*Eve: (from across the room) You should use strcpy. It's safer.*

Backseat driving is when you lob advice from across the room without joining a conversation. Because you haven't been participating in the conversation, it's easy to miss something important and give advice that's not actually helpful. If you overhear a conversation where you could be helpful, the best thing to do is to ask to join.

### Subtle -isms

*Steve: Windows is hard to use.*

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*Bob: No way. Windows is so easy to use that even my grandad can use it.*

Subtle -isms are subtle expressions of racism, sexism, ageism, homophobia, transphobia and other kinds of bias and prejudice. They are small things that make others feel unwelcome, things that we all sometimes do by mistake. This includes things like the sustained disruption of discussion, or assuming someone isn't a programmer because of their race or gender. Subtle -isms are baked into society in ways that can make them hard to recognise. And not everyone experiences subtle -isms in the same way, so it's good to be mindful of this.

## **Playing devil's advocate**

This technique can be seen in different ways. For example, for educators it can be seen to be a valuable and powerful way of teaching and learning, but for others it can be seen as a purely intellectual exercise that can be disruptive and unproductive. If choosing to use this technique, suggestions from the community include being sure to clearly state that you are playing devil's advocate in order to generate fruitful and educational conversations.

## **What is harassment**

Harassment includes but is not limited to:

- Offensive comments related to race, gender, gender identity and expression, age, sexual orientation, disability, physical appearance, national origin, ethnicity, or religion
- Unwelcome comments regarding a person's lifestyle choices and practices
- Deliberate misgendering
- Gratuitous or off-topic sexual images or behavior
- Physical contact and simulated physical contact (eg, textual descriptions like `**hug**` or `**backrub**`) without consent or after a request to stop
- Threats of violence
- Incitement of violence towards any individual, including encouraging a person to commit suicide or to engage in self-harm
- Deliberate intimidation
- Stalking or following
- Harassing photography or recording, including logging online activity for harassment purposes

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- Sustained disruption of a discussion or presentation
- Unwelcome sexual attention
- A pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others
- “Trolling” i.e. posting inflammatory and digressive, extraneous, or off-topic messages in online communities
- Continued one-on-one communication after requests to cease
- Deliberate “outing” of any aspect of a person’s identity without their consent
- Publication of non-harassing private communication

## Sources and further reading

Credit to DPC for providing this framework.

Below is a list of online resources (April 2020)

- Geek Feminism Wiki , ‘Conference anti-harrassment/Policy’:  
[http://geekfeminism.wikia.com/wiki/Conference\\_anti-harassment/Policy](http://geekfeminism.wikia.com/wiki/Conference_anti-harassment/Policy)
- Open Knowledge Australia, ‘Code of conduct’: <http://au.okfn.org/code-of-conduct/>
- ausglam.space, ‘Code of Conduct’: <https://ausglam.space/about/more>
- newCardigan, ‘Code of Conduct & Anti-Harassment Policy’:  
<https://newcardigan.org/code-of-conduct-anti-harassment-policy/>
- Django, ‘Django Code of Conduct’: <https://www.djangoproject.com/conduct/>
- Python Core Mentorship, ‘Code of Conduct’:  
<https://www.python.org/dev/core-mentorship/>
- Fedora Project, ‘Code of Conduct’:  
<https://docs.fedoraproject.org/en-US/project/code-of-conduct/>
- The Hopper Fund, ‘Do Better at Conference Diversity’:  
<http://conference.hopper.org.nz/>
- The Recurse Center (RC), ‘Code of conduct’:  
<https://www.recurse.com/code-of-conduct>

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- Maggie Zhou, Alex Clemmer, and Lindsey Kuper, 'A Code of Conduct is Not Enough', Model View Culture, 2014:  
<https://modelviewculture.com/pieces/a-code-of-conduct-is-not-enough>
- SpeakUp!, 'SpeakUp! Community Code of Conduct':  
<http://web.archive.org/web/20141109123859/http://speakup.io/coc.html>
- PASIG 2019, Code of conduct: [http://pasig2019.colmex.mx/?page\\_id=545](http://pasig2019.colmex.mx/?page_id=545)
- National LGBTI Health Alliance, Health Information Sheet, 'Inclusive Language Guide: Respecting People of Intersex, trans and gender diverse experience':  
[http://lgbtihealth.org.au/sites/default/files/Alliance%20Health%20Information%20Sheet%20Inclusive%20Language%20Guide%20on%20Intersex,%20Trans%20and%20Gender%20Diversity\\_0.pdf](http://lgbtihealth.org.au/sites/default/files/Alliance%20Health%20Information%20Sheet%20Inclusive%20Language%20Guide%20on%20Intersex,%20Trans%20and%20Gender%20Diversity_0.pdf)
- Australian Network on Disability, 'Inclusive Language', see  
<https://www.and.org.au/pages/inclusive-language.html>
- iPRES 2018, 'iPRES 2018 Code of Conduct and Response Framework':  
<https://ipres2018.org/code-of-conduct>
- iPRES 2019, 'Code of Conduct': <https://ipres2019.org/about/code-of-conduct/>
- PIDapalooza, <https://www.pidapalooza.org/code-of-conduct>

Please Note, this is the official version of the IGeLU Code of Conduct, but that doesn't mean you can't at any time by sending suggestions to [chair@igelu.org](mailto:chair@igelu.org) We expect the Code of Conduct to continue evolving over time.