

# RSG-Sweden: CODE of CONDUCT



## 1. OUR GOAL

RSG-Sweden is dedicated to providing a harassment-free and inclusive experience where everyone feels comfortable to share their views, ideas, and work. Our CoC is our statement of what we believe in and the way we work. The purpose is to ensure positive and safe experience for all. The following CoC applies to all our online and offline events.

## 2. EXPECTED BEHAVIOUR

1. Use welcoming and gender-inclusive language:
  - Avoid using "guys", "dude(s)", "ladies and gentlemen", and/or "boy(s) and girl(s)" when addressing a person or a group of people. Instead, use "people", "friends", "folks", "everyone", or "all".
  - Instead of "male" or "female", use "man" or "woman".
  - Always use gender-neutral pronoun such as singular *they*, unless a person wants to be referred to as "she" or "he". For example, a) instead of "each participant provides his/her email address", use "participants provide their email addresses", b) instead of "She is a bioinformatician", use "they are a bioinformatician".
2. Be considerate, understanding, and respectful of different views and experiences. Avoid making negative assumptions and judgements about person's lifestyle choices.
3. Refrain from demeaning, condescending, discriminatory, and hate speech.
4. Be mindful of your surroundings and of your colleagues. Contact event organizers or university staff if you notice a dangerous situation or someone in distress.

## 3. UNACCEPTABLE BEHAVIOUR

1. Harassment in any form is not tolerated. Harassment includes offensive and unnecessary comments related to:
  - gender, gender identity and expression, age, sexual orientation, people's health conditions or impairments including mental health conditions, physical appearance, body size, marital status, pregnancy status, neuro(a)typicality,
  - technology choices, language, accent, race, nationality, ethnicity, religion or lack thereof, or other identity marker,
  - deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption, inappropriate physical contact, unwelcome sexual attention, and
  - deliberate "outing" of any aspect of a person's identity without their consent except as necessary to protect vulnerable people from intentional abuse.
2. Wearing clothing or jewellery (including pins/badges) that is potentially offensive.
3. Failure to follow the CoC and any regulations of an event venue/platform.

## 4. SCOPE

In addition to our goal, our CoC serves two additional important purposes:

- our priority towards marginalised person's safety over privileged person's comfort.
- our aim to strengthen efforts, and encourage others to work, towards diversity and inclusion.

All members and participants, regardless of academic position and/or role in RSG-Sweden, are required to conform to the CoC. It is your responsibility to read the CoC before becoming a member and/or participating in our online/offline communications and events. We value your attendance, and we appreciate your support in keeping the community a friendly place for all.

## 5. ACKNOWLEDGEMENTS & LICENSE

We would like to thank our member Hadrien Gourelé for sharing the idea of having a CoC. RSG-Sweden's CoC is licensed under [CC BY 4.0](#) and [CC BY 2.5 SE](#). It is based on the example policy from the [Geek Feminism wiki](#), and also adapted from the [Community Covenant Version 1.0](#).

**\*\* TL;DR: BE KIND, GIVE RESPECT, AND HAVE FUN! \*\***

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