# FAIR **DIGITAL OBJECTS** FORUM

## Diversity Statement

The FDO community highly values the extensive range of various viewpoints, experiences, and backgrounds that our members contribute. We strongly advocate for the active engagement of historically marginalized groups within the fields of technology and academia. We cordially invite individuals from all backgrounds and we commit ourselves to fostering a genuinely inclusive community. While there may be infrequent instances of slippage, our unwavering dedication is to guarantee that each person is afforded the highest level of fairness and equity. It is expected that all participants will exhibit a willingness to take accountability for their mistakes. In situations where an individual has experienced harm or offense, it becomes our duty to attentively and respectfully listen and to make every effort to rectify the situation.

We maintain an unwavering commitment to creating an inclusive atmosphere and we explicitly prioritize the ideals of diversity. Our community fosters inclusivity by embracing individuals irrespective of their age, gender, sexual orientation, disability, physical appearance, race, religion, background, origin or any other characteristic. The act of discriminating against individuals on the basis of any of the aforementioned protected traits will not be tolerated.

## Participation Guidelines

Our participation guidelines set the standard for ensuring that the FDO community is a safe, inclusive, and welcoming space. It specifies the behavior we anticipate from all participants, be they attendees, speakers, volunteers, or organizers. This code is designed to nurture an atmosphere of respect and collaboration, fostering open exchanges of ideas within a supportive and respectful setting.

We embrace every individual and foster a positive and amicable environment in our community. This code of conduct outlines our expectations of community members but also provides guidance on reporting inappropriate behavior. Our unwavering commitment is to offer an inspiring and inviting community for everyone, and we wholeheartedly seek compliance with these principles. Individuals who fail to adhere to these participation guidelines may face exclusion from the community.

## Expected Behaviors

- **Always Choose Kindness!**
- **Be Friendly and Patient:** Remember that we're a world-wide community, so you might not be communicating in someone else's primary language. Therefore, it's essential to

make a conscious effort to be friendly and approachable, fostering an atmosphere of inclusivity and understanding.
- **Demonstrate Empathy:** Treat everyone with respect, understanding, and compassion.
- **Be Welcoming:** We ask that you use inclusive language that is welcoming and free of discrimination.
- **Be Considerate**: Other people will use your work, and you will rely on the work of others. Any decision you make will have an impact, take that into account when making decisions.
- **Be Respectful of Differing Opinions and Viewpoints:** Open dialogue is encouraged, but it should be conducted in a respectful and constructive manner. Remember that we're different and our diversity contributes to the strength of our community.
- **Resolve Disagreements Constructively:** Disagreements are natural but should be resolved in a constructive and respectful manner. Recognise that diversity in viewpoints and backgrounds enriches the community.
- **Take Responsibility for Your Actions:** If you make a mistake, own it, apologize to those affected, and learn from the experience.

**Be Proactive in Addressing Unacceptable Behavior:** Notify the Response taskforce via [this Incident Report Form](#) if any instances of suspected breaches of the participation guidelines are seen, regardless of their perceived significance.

# Unacceptable Behavior

Behavior that is unacceptable includes, but is not limited to:

- **Unprofessional behavior:**  personal insults or put downs or exclusionary behavior
- **Offensive Comments**: Some comments related to age, body size, visible or invisible disabilities, pregnancy, citizenship, ethnicity, sex characteristics, gender, gender identity and expression, level of experience, education, socio-economic status, nationality, language, dialect, personal appearance, race, familial status, veteran status, religion, background, origin or sexual orientation, can be considered offensive and therefore avoided.
- **Stalking:** Persistent unwanted direct messages, sending unwanted pictures or malware links, or logging online activity for harassment purposes.
- **Inappropriate Imagery or Language**: Use of sexual or discriminatory imagery, comments, or jokes.
- **Harassment and Intimidation**: Both public and private harassment or intimidation are unacceptable.
- **Unauthorized Sharing**: Sharing private conversations and discussions (e.g., screenshots of discussion channels, direct messages, email addresses, etc.) without explicit permission, except when reporting to the Response Task Force.

**Failure to Cease Unacceptable Behavior**: If you are asked to stop any form of unacceptable behavior, you must comply immediately, regardless of your intentions.

# Reporting Issues:

If you witness or experience any form of unacceptable behavior, we encourage you to **promptly** complete a designated **Incident Report Form**.

Report to any of the below:
- **FDO Response Task Force:**
  - Anne Fouilloux
  - Batool Al Marzouq
  - Christine Kirkpatrick
  - Larry Lannom
  - Paolo Budroni
  - Peter Wittenburg
  - Sara El-Gebali

- **Investigation**: All complaints will be reviewed and investigated promptly and fairly (by the Response Task Force), resulting in a response appropriate to the circumstances.

- **Confidentiality**:  All Response Task Force members are obligated to respect the privacy and security of the reporter and those affected by the incident. All reports will be treated with the utmost confidentiality. Any communication related to the reports will also be kept confidential and will be deleted once the matter is resolved. Each member of the Response Task Force will be provided with a copy of incidents reported through the Incident Report Form. If you find it more preferable to report to a specific member of the response task force for any reason, please reach out to any of the individuals listed above.

- **Conflict of Interest:** Individuals who are part of the Response Task Force agree to recuse themselves in the event of a conflict of interest associated with an incident report.

# Potential Response to Code of Conduct Violations

Your participation is contingent upon following these guidelines in all our calls, discussions, mailing lists, chat channels, documents, group or person-to-person meetings, and any related correspondence.

The FDO- ResponseTask Force, following a thorough investigation, retains the authority to implement any measures deemed essential to safeguard our community from potential harm, including reputational, financial, and emotional impacts. Possible responses to violations of the code of conduct may include, but are not restricted to:

- Issuance of formal warnings
- Withdrawal of responsibilities, privileges, or access to community spaces
- Implementation of permanent or temporary bans from community spaces

# Acknowledgement

This code of conduct was adapted from [Code of conduct for the useR! Knowledgebase and useR2021ZH Slack](#) which was adapted from the [Contributor Covenant version 1.2.0](#), [The Capentries](#), [*The Turing Way*](#), [Open Life Science Program](#), [DiveRSE](#), and [useR! 2021 Code of Conduct](#) by the Code of Conduct Response taskforce and [US-RSE Code of conduct](#).

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