



Code of Conduct

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Preamble

The Australian BioCommons (or “BioCommons”, <https://www.biocommons.org.au/>) is a digital capability that is enhancing Australian research in its ability to understand the molecular basis of life across environmental, agricultural and biomedical science.

The BioCommons is the product of a large-scale investment in digital infrastructure that is ensuring Australian life science research remains globally competitive through providing access to the tools, methods and training researchers require to respond to national challenges such as food security, environmental conservation and disease treatments.

The BioCommons is informing the development of new capability for the estimated 30,000 publicly funded bioscience researchers in Australia. It is also investigating and providing recommendations for the services and tools that are needed to make sense of data on subjects such as nucleic acid sequencing, proteomic and metabolic analysis at scale.

A core component of the BioCommons’ philosophy is to engage Australian bioscience researchers as inclusively and widely as possible, and the BioCommons values the involvement of everyone in this community and is committed to creating a friendly and respectful place for learning, training, sharing experiences, and contributing. All participants in any of our events, as well as users of our platforms and services are expected to show respect and courtesy to all others.

All participants in BioCommons activities as well as all users of BioCommons-related platforms and services are expected to conform to the following Code of Conduct. This code of conduct applies to all spaces managed by the BioCommons including, but not limited to, physical and virtual meetings and workshops, email lists, online forums, other spaces such as social media groups or repositories as well as platforms and services operated by the BioCommons and our delivery partners. Enforcement of the Code of Conduct will be timely and respectful. During BioCommons organised events, local hosts or facilitators will be expected to assist with enforcement of the Code of Conduct.

The BioCommons Code of Conduct, is adapted from the EMBL-Australia Bioinformatics Resource (EMBL-ABR) Code of Conduct, which was adapted from the Software Carpentry and Data Carpentry Foundation’s Code of Conduct.

Code of Conduct

The Australian BioCommons (BioCommons) provides a welcoming and supportive environment for all people, regardless of background or identity. However, we recognise that some participants or groups in our community are subject to historical and ongoing discrimination, and may be vulnerable or disadvantaged. Membership in such a specific group can be based on characteristics such as gender, sexual orientation, disability, physical appearance, body size, race, nationality, sex, colour, ethnic or social origin, pregnancy, citizenship, familial status, veteran status, genetic information, religion or belief, political or any other opinion, membership in a national minority, property, birth, or age. We do not tolerate harassment of participants based on these categories, or for any other reason.

Harassment is any form of behaviour intended to exclude, intimidate, or cause discomfort. Because we are a diverse community, we may have different ways of communicating and of understanding the intent behind actions. Therefore, we have chosen to prohibit certain forms of behaviour in our community, regardless of intent.

Prohibited harassing behaviour includes but is not limited to:

- written or verbal comments which have the effect of excluding people on the basis of membership of a specific group listed above
- causing someone to fear for their safety, such as through stalking, following, or intimidation
- the display of sexual or violent images
- unwelcome sexual attention
- non-consensual or unwelcome physical contact
- sustained disruption of talks, events, or communications
- incitement to violence, suicide, or self-harm
- continuing to initiate interaction (including photography or recording) with someone after being asked to stop
- publication of private communication without consent

Behaviour not explicitly mentioned above may still constitute harassment. The list above should not be taken as exhaustive, but rather as a guide to make it easier to enrich all of us and the communities in which we participate. All BioCommons interactions should be professional regardless of location: harassment is prohibited whether it occurs on- or offline, and the same standards apply to both.

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