CoCult Code of Conduct (draft) - Mytilene workshop

This Code of Conduct (CoC) defines a minimum set of ethical guidelines for the CoCult collaborative experiment workshop, held in Mytilene, Lesvos, Greece, on June 12, 2023. It applies to everyone who interacts and contributes online and offline. The CoC provides a baseline of behaviour for collaboration during the project. It has been designed with input from workshop volunteers and CoCult team members. Every participant is responsible for their own behaviour.

We expect all CoCult team members and workshop volunteers to show respect for others. In communicating with people, whether online or offline, we will treat each other with mutual respect.

1.   Expected behaviour:

- **Assume good faith, and engage in constructive edits;** your contributions should improve the quality of the project or work, in the document deliverables. Provide and receive feedback kindly and in good faith. Criticism should be delivered in a sensitive and constructive manner. All CoCult stakeholders should assume unless evidence otherwise exists that others are here to collaboratively improve the project.

- **We are collaborative and recognize and credit the work done by CoCult members and workshop contributors:** Thank them for their help and work. Appreciate their efforts and give credit where it is due. When someone makes a contribution, helps us with a problem, or otherwise goes out of their way to make our work easier, we thank them individually and provide opportunities in the project's communication channels for recognition and thanks.

- **Respect the way that contributors name and describe themselves or if they want to stay anonymous.** People may use specific terms to describe themselves. As a sign of respect, use these terms when communicating with or about these people, where linguistically or technically feasible. Examples include:
  - Ethnic groups may use a specific name to describe themselves, rather than the name historically used by others;
  - People may have names that use letters, sounds, or words from their language which may be unfamiliar to you;
  - People who identify with a certain sexual orientation or gender identity using distinct names or pronouns;
  - People having a particular physical or mental disability may use particular terms to describe themselves

  During meetings, we will be welcoming to everyone and we will be mindful and respectful of each others' preferences, boundaries, sensibilities, traditions and requirements.

- Foster a harassment-free collaboration experience for everyone regardless of gender, sexual orientation, disability, physical appearance, body size, ethnicity, language, religion, faith, political views or anything else.

2.   Unacceptable Behaviour

- **Hounding:** Following a person across the project and repeatedly critiquing their work mainly with the intent to upset or discourage them.

- **Abuse of seniority and connections:** Using one's position and reputation to intimidate others. We expect CoCult team members with significant experience and connections to behave with special care because hostile comments from them may carry an unintended backlash. People with authority have a particular privilege to be viewed as reliable and should not abuse this to attack others who disagree with them.

- **Psychological manipulation:** Maliciously causing someone to doubt their own perceptions, senses, or understanding with the objective of winning an argument or forcing someone to behave the way you want.

- We do not tolerate harmful behaviour of CoCult team members and workshop participants in any form. "Harm" means negative consequences, especially when those consequences are significant and unjust. Avoiding harm begins with careful consideration of potential impacts on all those affected by decisions.

3.   Research Integrity

- CoCult researchers design, carry out, analyse and document research in a careful and well-considered manner.

- Researchers and institutions ensure access to data is as open as possible, as closed as necessary, and in line with the FAIR Principles (Findable, Accessible, Interoperable and Re-usable) for data management.

- Manipulating authorship or denigrating the role of other researchers in the documents and deliverables.

4.   Reporting Guidelines

- If you have any concerns regarding the stated issues and beyond, please contact _ or _. The confidentiality persons will facilitate a resolution of the issue as needed on a case-by-case basis.

5.   Acknowledgements

This CoC is based on four codes, the "Code of Conduct for Research Integrity" (2017) by the All European Academies (ALLEA), the "ACM Code of Ethics and Professional Conduct" by the Association of Computing Machinery (ACM) (2018), the "Code of Conduct" by the Europeana Network Association (n.d.) and the "Universal Code of Conduct" by the Wikimedia Foundation (n.d.).