

Global Coalition for Tech Justice Code of Conduct:

Those who join the Global Coalition for Tech Justice, participate in our meetings or official groups, as well as make use of our organising tools, resources, and channels, will be asked to consent to and adhere to our Code of Conduct.

Our code of conduct is based on principles of trust, respect, mutual understanding, and accountability.

All meetings, outreach, and correspondence should be conducted in a respectful and inclusive manner. All members of our coalition agree to follow the Code of Conduct when representing this coalition, or advocating for digital rights, tech accountability and justice as part of this coalition.

Shared Values

We commit to approaching discussions in good faith, with as much patience and sensitivity as possible. We will commit to respecting people's boundaries and using inclusive, courteous language.

We commit to co-creating a welcoming and inviting environment, upholding equity, diversity, inclusion, transparency and solidarity. Misunderstandings do occur, as do unforeseen challenges, justifiable disputes, or confrontations. Coalition members will approach and interact with others with respect, open-mindedness, curiosity and care.

The coalition is composed of people and organisations coming from a variety of cultures and viewpoints from all over the world. Therefore, we commit to understanding cross-cultural differences and the idea that members come from diverse cultural contexts.

The coalition supports a culture of dialogue, open discussion, and constructive criticism. We expect the member organisations and their representatives to respect the diversity of opinions and others' personal views.

Prohibited conduct

1. Sexual innuendos, suggestive comments, jokes of a sexual nature, lewd gestures, and requests for sexual favours. Do not share sexually suggestive written or graphic materials, and do not engage in any unwelcome physical contact.
2. Forwarding or copying, in whole or in part, any messages without the express consent of every person included in the forward or copy, or screenshotting any session without notification or consent of speakers and attendees in these sessions.
3. Advocacy or campaigning for political candidates, or interference with an electoral process.
4. Engagement in illegal or illicit activity.
5. The use of verbal comments and/or practices that reinforce oppression related to gender, gender expression, race, ethnicity, caste, religion (or lack thereof), sexual orientation, sexual characteristics, physical appearance, disability, age or social status.

6. Verbal threats, demands, harassment and/or bullying of other coalition members including derogatory, disparaging, or hateful or disrespectful comments.
7. Sustained disruption of sessions, interruptions to conversations that negatively impact collaboration, or toxic behaviours.
8. Defamatory, abusive, profane, or offensive communications.
9. Public comments which are, or could be reasonably perceived to be a personal or professional threat or attack, or which could be personally or professionally damaging to staff, leadership, volunteers on our team, or members of other organisations or teams, will not be accepted and should be reported. Personal attacks are not to be confused with legitimate or factual criticisms of specific actions made by individuals.

Conflict resolution

During instances of personal disagreements or conflicts, members should aim to resolve these situations in private. However, if members feel uncomfortable approaching someone individually, they are encouraged to reach out to another member for advice and support.

In group settings, if you see someone being unfairly attacked, please stick up for them by providing facts and evidence when possible, and help mediate rather than staying silent, or reach out to Steering Group members or organisers, for support and for concerns to be addressed.

The Coalition is committed to de-escalating conflict, and we have the option for a 24-hour pause when a controversial topic arises. You may request a pause by contacting digital action or a steering group member.

If a member of the Steering Group or the coalition convenor is accused of violating the code of conduct, a Subcommittee of the Steering Group will be created to adjudicate the matter.

Issues of serious conflict should be brought to the attention of the coalition Steering Group and/or Digital Action as the coalition convenor.

Accountability

The Steering group commits, on behalf of the coalition, to do its best to resolve any occurring issue and to treat cases fairly and confidentially.

Violating the Code of Conduct:

Members of the coalition who repeatedly or egregiously violate the Code of Conduct, and create a toxic environment or compromise the integrity or safety of the coalition or its members, must be reported to members of the Steering Group and/or Digital Action as the coalition convenor. Members are encouraged to inform the person of a perceived violation of the Code of Conduct, and ask them to cease that behaviour immediately. If members are not comfortable or do not deem it appropriate to communicate directly with the

individual or if the individual does not change their behaviour after you attempt to correct them, please contact a member of the Steering Group and/or Digital Action.

Removing members: Under any of the following conditions, staff, members, or project leaders may need to reduce privileges or otherwise remove or ban individuals from the community:

1. Repeated or egregious violations of the Code of Conduct.
2. The failure of reasonable attempts at conflict resolution.
3. The individual is unable or unwilling to recognize their problematic behaviour and change it.
4. Multiple distinct complaints are filed against an individual.
5. The coalition Steering Group decides that the situation is not likely to be solved by further mediation.

If you consider that a member is repeatedly violating the code of conduct, please reach out to digital action or a steering group member reporting the situation.

Please note that the Global Coalition for Tech Justice shall not be responsible for the statements or conduct of any coalition member or the officers, members, volunteers, or others associated with the coalition members.

The coalition Steering Group may revise this Code of Conduct at any time and will notify the members of any such changes. If you are unable to accept and comply with this Code of Conduct, notify the Global Coalition for Tech Justice or unsubscribe from the group by following the directions at the bottom of the network's Google Group emails.

Adding new members

Requesting entrance to the Global Coalition for Tech Justice is completely free of charge. Any interested members should request their participation by filling the form at globaltechjustice.org and by complying with the shared values stated at the beginning of this document.

Furthermore, the coalition members are welcome to nominate new members to join the coalition through contacting them, sharing the web sign-on and/or introducing them to the Steering Group or coalition convenor, Digital Action.