OFL - Code of Conduct

Introduction

- Diversity and inclusion make our community strong. We encourage participation from the most varied and diverse backgrounds possible and want to be very clear about where we stand.
- Our goal is to maintain a safe, helpful and friendly community for everyone, regardless of experience, gender identity and expression, sexual orientation, disability, personal appearance, body size, race, ethnicity, age, religion, nationality, or other defining characteristic.
- This code and related procedures apply to unacceptable behavior occurring in all community venues, including behavior outside the scope of community activities — online and in-person— as well as in all one-on-one communications, and anywhere such behavior has the potential to adversely affect the safety and well-being of community members.

Expected Behavior

- Be welcoming.
- Be kind.
- Look out for each other.

Unacceptable Behavior

- Conduct or speech which might be considered sexist, racist, homophobic, transphobic, ableist or otherwise discriminatory or offensive in nature.
  - Do not use unwelcome, suggestive, derogatory or inappropriate nicknames or terms.
  - Do not show disrespect towards others, e.g. jokes, innuendo, dismissive attitudes.
- Intimidation or harassment (online or in-person).
- Disrespect towards differences of opinion.

- Inappropriate attention or contact. Be aware of how your actions affect others. If it makes someone uncomfortable, stop.
- Not understanding the differences between constructive criticism and disparagement.
- Sustained disruptions.
- Violence, threats of violence or violent language.

Enforcement

- Understand that speech and actions have consequences, and unacceptable behavior will not be tolerated.
- If you are the subject of, or witness to any violations of this Code of Conduct, please contact an IFAI team member.
- If violations occur, organizers will take any action they deem appropriate for the infraction, up to and including expulsion.