



CODE OF CONDUCT

Our Pledge

All members, contributors, participants, and leaders within the Global Employment Innovation Organization community (the “community”) pledge to make participation in the community and associated activities a harassment-free experience for everyone, regardless of individual differences such as age, visible or invisible disability, ethnicity, body size, sex characteristics, gender identity and expression, level of experience, education, socio-economic status, nationality, personal appearance, race, caste, color, religion, or sexual identity and orientation.

We pledge to act and interact in ways that contribute to an open, welcoming, diverse, inclusive, and healthy community.

Our Standards

Examples of behavior that contributes to a positive environment for our community include:

- Being respectful of differing opinions, viewpoints, and experiences
- Giving and gracefully accepting constructive feedback
- Accepting responsibility and apologizing to those affected by our mistakes, and learning from the experience
- Focusing on what is best not just for our employers or us as individuals, but for the overall community
- Demonstrating empathy and kindness toward other people

Examples of unacceptable behavior include:

- Being disrespectful of others or their opinions, viewpoints, and experiences
- Harassment and other exclusionary behaviors in any form, including but not limited to, violent threats or language directed against another person
- Use of sexist, racist, or otherwise discriminatory language or jokes
- Use of sexualized language or imagery, and sexual attention or advances of any kind
- Trolling, insulting or derogatory comments, and personal or political attacks
- Publishing others’ private information, such as a physical or email address or personal communications, without their explicit permission
- Other conduct which could reasonably be considered inappropriate in a professional setting
- Advocating for, staying silent about, not reporting, or encouraging, any of the above behaviors



Enforcement Responsibilities

Working group chairs, moderators and other community leaders (collectively, “community leaders”) are responsible for clarifying and enforcing our standards of acceptable behavior and will take appropriate and fair corrective action in response to any behavior that they deem inappropriate, threatening, offensive, or harmful.

Community leaders have the right and responsibility to remove, edit, or reject comments, commits, code, wiki edits, issues, and other contributions that are not aligned to this Code of Conduct, and will communicate reasons for moderation decisions when appropriate.

Scope

This Code of Conduct applies within all community spaces, including working group meetings, calls, email exploders, user portals and social media platforms. This Code of Conduct also applies when an individual is officially representing the community in public spaces. Examples of representing our community include using an official e-mail address, posting via an official social media account, or acting as an appointed representative at an online or offline event.

Enforcement

Instances of abusive, harassing, or otherwise unacceptable behavior may be reported to relevant working group chairs or moderators or to info@geioglobal.org. All complaints will be reviewed and investigated promptly and fairly.

All community leaders are obligated to respect the privacy and security of the reporter of any incident.

Enforcement Guidelines

Community leaders will follow the following Community Impact Guidelines in determining the consequences for any action they deem in violation of this Code of Conduct:

1. Correction

Community Impact: Use of inappropriate language or other behavior deemed unprofessional or unwelcome in the community.



Consequence: A private, written warning from community leaders, providing clarity around the nature of the violation and an explanation of why the behavior was inappropriate. A public apology may be requested.

2. Warning

Community Impact: A violation through a single incident or series of actions.

Consequence: A warning with consequences for continued behavior. No interaction with the people involved, including unsolicited interaction with those enforcing the Code of Conduct, for a specified period of time. This includes avoiding interactions in community spaces as well as external channels like social media. Violating these terms may lead to a temporary or permanent ban.

3. Temporary Ban

Community Impact: A serious violation of community standards or violation of applicable law, including sustained inappropriate behavior.

Consequence: A temporary ban from any sort of interaction or public communication with the community for a specified period of time. No public or private interaction with the people involved, including unsolicited interaction with those enforcing the Code of Conduct, is allowed during this period. Violating these terms may lead to a permanent ban.

4. Permanent Ban

Community Impact: Demonstrating a pattern of violation of community standards or serious violation of applicable law, including sustained inappropriate behavior, harassment of an individual, or aggression toward or disparagement of classes of individuals.

Consequence: A permanent ban from any sort of public interaction within the community.

Attribution

This Code of Conduct is adapted from the [Contributor Covenant](https://www.contributor-covenant.org/version/2/0/code_of_conduct.html), version 2.0, available at https://www.contributor-covenant.org/version/2/0/code_of_conduct.html.

Community Impact Guidelines were inspired by [Mozilla's code of conduct enforcement ladder](#).



For answers to common questions about this code of conduct, see the FAQ at <https://www.contributor-covenant.org/faq>. Translations are available at <https://www.contributor-covenant.org/translations>.