

SocialGenomics Code of Conduct

Code of Conduct.

Hello and welcome to SocialGenomics

SocialGenomics mission is to provide support and access to lifesaving information for every person on our planet.

SocialGenomics includes people from a wide range of cultures, languages, and experiences. This is a strength and an opportunity for all of us to learn. Please ask and explore, with an eye towards improved understanding and connection.

We require a certain level of human behavior to keep SocialGenomics a welcoming, growing, respectful, safe, and civil community. Harassment, hate, fear mongering, or similar behavior will not be allowed. Any such actions will be dealt with quickly and decisively. Refusal to comply with guidance from a moderator or admin will result in being banned.

ENCOURAGED BEHAVIOR

Even though it's impossible to outline all the positive models and guidance for how we hope everyone will behave, here is a non-comprehensive list of some principles we hope to encourage and see in participants.

- **Be Inclusive:** A person is a person, with a right to exist and to expect to be treated with respect.
- **Be Respectful While Giving and Receiving Support:** Direct and constructive support is helpful. Being mean isn't. Give insight, not judgment. Everybody is going through their own battle.
- **Ask & Listen:** Ask when you need to know something and listen to the answers.
- **Educate:** Hear what's being asked and share what you know for the asker's benefit, not to promote yourself.
- **Do Not Take Advantage:** Though participants are committed to supporting and helping, please help out of the kindness of your heart not to promote yourself or your 'brand'.
- **Grow Personally and Professionally:** This community is a great place to practice the values we promote in our work.
- **Connect:** We encourage everyone to get to know everyone. Encountering and accepting people from around the world can make us better.
- **Be Nice:** Before you react, think about how you'd feel to receive the comment you're about to give.

UNACCEPTABLE BEHAVIOR

- Harassment: Simply put, we will not tolerate it. Harassment includes but is not limited to:
 - Negative comments based on race, sex, sexuality, gender, nationality, neurotypicality, political affiliation, physical appearance, home life or history, disability — and remember that it's not up to the speaker to dispute what is or isn't offensive
 - Threats of violence, physical or virtual, or talking about violence in excessive detail. We don't want to trigger others
 - Unwelcome sexual actions, insinuations, attentions, or remarks
 - Attempts at intimidation
 - Publishing personally identifying information
 - Patronizing, micro-aggressive, or other belittling comments
 - This also pertains to harassment of SocialGenomics moderators
- Disruption: Continued digressions, disruptions, and derailing of someone's conversation when asked not to. This is up to moderators' interpretation.
- Users are not obligated to respond: If you ask for help through direct message the person is NOT obligated to respond.
- Intolerance: In addition to what has been listed under Harassment, this can include (but is not limited to) blacklisting or freezing out other members, demonstration of unwillingness to listen to someone due to any or other characteristics as listed above.
- Spamming: Do not post ads or promotions for your company/product/project/etc. Do not try to sell things!
- Repeated Threat of Self-harm or Refusal to look for support: If you repeatedly show signs of self-harm without taking a proactive stance for support, the mods have the right to remove you from the community. Taking a proactive stance for support can include asking for advice and help on SocialGenomics speaking to a loved one, contacting physicians etc. We do this as it could trigger other members and negatively impact the community. SocialGenomics can guide you in the right direction and provide support during your journey but ultimately it is up to you to make positive steps and decisions. Socialgenomics members/moderators are not healthcare professionals and cannot diagnose or treat you.

GRIEVANCE PROCESS/ACTIONS TO REMEDY

If you see or have experienced any unacceptable behavior, please contact a moderator as soon as you can via direct message. A moderator will let you know they've received your message, though be aware a response may not be immediate. (Responses are often decided after discussion among moderators.)

By default, a report or complaint will be kept anonymous to the community, though shared among moderators; if you want to remain anonymous to moderators other than the one you

file a report with, please make that explicit in your initial report. In either case, we will not name reporters without consent, and even then try to avoid any mention of a reporter.

CONSEQUENCES

If a moderator contacts you and asks you to stop a certain behavior, do so immediately. Failure to do so may result in the moderator banning you, at their discretion.

If your behavior has drawn attention that requires a moderator contacting you, be aware that this will be documented. Repeating the behavior that incurs warnings will result in banning.

If you have been warned, then call out or personally attack another member whom you think reported you, you will be banned.

Being banned is not up for appeal. Please, be nice.

Date: 22 May 2019