ALX SE Community Guidelines

The ALX SE Community has learners and mentors from all over Africa and from various backgrounds, cultures and religious beliefs. The diversity of the learner cohort is one of the main factors that makes our community rich and fulfilling, but also one of the main challenges when it comes to communication.

The goal of this code of conduct is to make sure that our social platform does not deviate from its purpose of being a welcoming and supportive space for everyone independently of their sex, race, color, religious beliefs, sexual orientation, social status, political affiliation, and any form of identity expression they chose to identify with.

The code of conduct has been prepared and approved by a diverse group of people from the learner and administrator community to make sure that it represents the diverse viewpoints and opinions. These guidelines would remain flexible to make sure we are delivering a fair and inclusive learning experience. This code of conduct is a reflection of ALX SE's vision, ethics and value system and a way for us to protect the members of the community from: harassment, intimidation, cyberbullying,… This is not meant to be a comprehensive list, but rather a way to guide on the kind of unacceptable behaviors. Ultimately, the ALX SE administrators would have the final say of whether a behavior is deemed inappropriate or not once it is escalated to them and reserve the right to decide the appropriate repercussions.

ALX SE Community Community Guidelines:

This code of conduct applies to any sort of communication on the community platform including: discussion forums, platform posts and comments, public and private messages on the community platform (Discord).

- All activity on the platform should adhere to the following code of conduct. In case of violation, the post, comment, or message would be removed and you risk being banned from the program.

- ALX SE administrators might not be able to monitor every post or message in the community platform, but actions would be taken once peer mentors or other learners report an inappropriate behavior.
- ALX SE administrators might not be able to reply to every question and while responses from peers or the online community might be helpful, it is important to remember that they are not an official communication from the ALX organization.
- While you own the copyright of any post or content you publish on the ALX community platform, ALX SE is granted royalty free, non-exclusive rights to use, share and commercialize any content on its community platform. You are automatically granting ALX SE the right to use/commercialize any content/post you share on the platform as soon as you choose to publish it. You cannot claim any compensation for the content you share.
  ALX SE is permitted to use the content in your posts for marketing purposes on its digital communication channels such as social media and websites.
- You can decide to unenroll from the program at any time and request that we delete your account on the community platform and trailhead. When an account is deleted, we only grant the deletion of private communication. Anything shared publicly would remain visible to other learners.

Your role/responsibility as a user of ALX SE services and platforms:

- Familiarize yourself with the ALX SE Community code of conduct and make sure you adhere to it.
- Engage with the community platform in a respectful and dignified manner that contributes to maintaining a supportive community and an inclusive learning environment. Shy away from any form of discrimination, harassment and bullying of any other member of the community.
- React respectfully on any feedback you might receive on your ways of engaging with the platform from ALX SE administrators or from other learners and accept responsibility for your actions.
- Reach out to the administrators or your mentors with your questions or confusions as soon as they arise. Don't let things escalate.

- Flag any inappropriate behavior/comment that you see in the community platform to the administrators.

Inappropriate behavior

This section provides clarity over what is deemed to be inappropriate behavior. Please remember that this list is not exhaustive, but provides the general guidelines for the ALX SE Community platform users.

- **Discriminatory speech:** This includes racist, sexist, homophobic, transphobic language. Deliberately referring to someone with a gender they don't identify with or questioning what they identify with is a serious aggression. This includes direct or subtle discrimination. If unsure whether a term is offensive or not, please refrain from using it.
- **Harassment and intimidation:** This includes any hate or disrespectful comments regarding the discrimnation factors stated above: sex, sexual orientation, physical appearance, cultural beliefs, religious ideas, political orientations, ... , as well as any other activity that could be classified as stalking.
- **Violence and dangerous speech:** Any form of speech that encourages violence towards any member of the ALX SE community is unacceptable. This includes threatening to expose personal or private information. Any form of expression that increases the risk of violence is refused in the ALX SE community. An example of these forms of speech is:
  - Hate speech targeting specific groups
  - Speech that promotes fears or self-doubt
  - Speech that aims to harm a member of the community directly or indirectly.
- **Sexual comments or behaviors:** Refers to any imagery, interactions or material that promotes a sexualized environment. This also refers to inappropriate sexual advances in the community platforms.
- **Approving of or promoting unacceptable behavior:** A learner that encourages another learner/learners to violate the code of conduct and show disrespect to other members of the community would face the same consequences as them.
- **Distributing community events or talks:** The deliberate disruption of community events or organized support sessions such us: Virtual Office Hours, Ask Me Anything Sessions, Talks, Webinars, Meetings and Career Coaching Sessions would not be

accepted. The disruption could be by "talking over" or "interrupting the speaker, as well as, influencing or contributing to influence the attendees to show hostility and act in a disrespectful manner.

When asked by an administrator at ALX SE to refrain from inappropriate behavior, you are expected to comply right away.

Consequences of the violation of the community guidelines:

This list is not exhaustive. ALX SEreserves the right to take other actions not stated in the list below if needed. Below is the list of potential possible responses to a code of conduct violation incidence.

1. Verbal (Text in the community platform) or emailed warning
2. Banning the reported person from direct messaging on the community platform
3. Ending roles/responsibilities that the reported person holds such as peer mentor, team lead, ... and banning them from applying in the future
4. Removing shared offensive content, post or media from the community platform and banning the user from such engagements.
5. Completely removing the person from the community platform and mailing list. The ban could be indefinite or limited to a certain period of time. This would be determined by the an administrator at ALX SE.
6. Removing the reported person from the ALX SE Community.

Ways of enforcing ALX SE Code of Conduct

It is important to note that any reports or issues escalated to ALX SE administrators would be taken seriously and treated within 72 hours of the reporting time. Below is the escalation process of the repercussions of misconduct:

1. **Warning:** If it is the first time a learner misbehaves, we would simply delete the offending content and direct a warning message to the learner stating the repercussions of repeating such behavior.

2. **Temporary Suspension:** Repetitive misconduct would lead to a temporary suspension from the program. ALX SE administrators reserve the right to decide the suspension period.

3. **Expulsion of the program:** Harmful and destructive behaviors deemed serious by ALX SE administrators would lead in rare occasions to the complete expulsion from the program. This would also be the case after a learner resumes aggression post temporary suspension.

Process of reporting code of conduct violations:

As part of the ALX SE Community, we expect you to proactively take the needed steps to protect the healthy atmosphere of the learner community and report inappropriate behaviors. The report would be treated by ALX SE administrators and escalated according to the internal protocols. Below is how you should report a code of conduct violation:

- If the instance is on the community platform, hit report or contact an administrator on the platform and include the relevant details in your report.
- If the instance is on any third party platform, get in touch with an administrator at ALX SE. Contacts were provided to you during onboarding. Please refer to the onboarding document for more details.

Generally, a violation report should include the following:
- Link to the area/platform of the incident
- Screenshots of the offending material
- ***Visible name of the user*** This is critical to prove offensive behaviour.

Anonymity and confidentiality of all involved individuals would be preserved during the whole process including the investigation phase.
If you are the owner of a violation report, there might be cases where ALX SE needs to request to identify the individual in order to engage in necessary correspondence for a fair resolution process.