

My Pledge – NeverAgain.Tech

I am an employee of a tech organization or company based in the United States. I am choosing to stand in solidarity with Muslim Americans, immigrants, and all people whose lives and livelihoods are threatened by the incoming administration's proposed data collection policies. I refuse to build a database of people based on their Constitutionally-protected religious beliefs. I refuse to facilitate mass deportations of people the government believes to be undesirable.

I have educated myself on the history of threats like these, and on the roles that technology and technologists played in carrying them out. I see how IBM collaborated to digitize and streamline the Holocaust, contributing to the deaths of six million Jews and millions of others. I recall the internment of Japanese Americans during the Second World War. I recognize that mass deportations precipitated the very atrocity the word genocide was created to describe: the murder of 1.5 million Armenians in Turkey. I acknowledge that genocides are not merely a relic of the distant past—among others, Tutsi Rwandans and Bosnian Muslims have been victims in my lifetime.

Today I stand with others to say: not on our watch, and never again.

I commit to the following actions:

- I refuse to participate in the creation of databases of identifying information for the United States government to target individuals based on race, religion, or national origin.
- I will advocate within my organization:
 - to minimize the collection and retention of data that would facilitate ethnic or religious targeting.
 - to scale back existing datasets with unnecessary racial, ethnic, and national origin data.
 - to responsibly destroy high-risk datasets and backups.

- to implement security and privacy best practices, in particular, for end-to-end encryption to be the default wherever possible.
- to demand appropriate legal process should the government request that we turn over user data collected by my organization, even in small amounts.
- If I discover misuse of data that I consider illegal or unethical in my organization:
 - I will work with my colleagues and leaders to correct it.
 - If I cannot stop these practices, I will exercise my rights and responsibilities to speak out publicly and engage in responsible whistleblowing without endangering users.
 - If I have the authority to do so, I will use all available legal defenses to stop these practices.
 - If I do not have such authority, and my organization forces me to engage in such misuse, I will resign from my position rather than comply.
- I will raise awareness and ask critical questions about the responsible and fair use of data and algorithms beyond my organization and my industry.

Signed,
