PraxisForma Code of Conduct

Our Pledge

We, as members, contributors, and leaders of the PraxisForma community, pledge to make participation in our project and community a harassment-free experience for everyone, regardless of age, body size, visible or invisible disability, ethnicity, sex characteristics, gender identity and expression, level of experience, education, socio-economic status, nationality, personal appearance, race, 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 focused on empowering youth athletes through technology.

Our Standards

Positive Behavior

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

Professional Conduct:

- Using welcoming and inclusive language
- Being respectful of differing viewpoints and experiences
- Gracefully accepting constructive criticism
- Focusing on what is best for the community and youth athletes
- Showing empathy towards other community members

Youth-Focused Values:

- Prioritizing youth athlete safety and privacy in all discussions
- Advocating for inclusive and accessible athletic opportunities
- Supporting evidence-based coaching and sports science approaches
- Promoting positive youth development through sports technology

Technical Excellence:

- Providing constructive, educational feedback in code reviews
- Sharing knowledge and helping others learn
- Acknowledging mistakes and learning from them
- Collaborating effectively across different skill levels and backgrounds

Community Building:

- Welcoming new contributors and helping them get started

- Mentoring others with patience and respect

- Contributing to a supportive learning environment

- Celebrating diverse perspectives and approaches

Unacceptable Behavior

Examples of unacceptable behavior include:

Harassment and Discrimination:

- The use of sexualized language or imagery, and sexual attention or advances of any kind

- Trolling, insulting or derogatory comments, and personal or political attacks

- Public or private harassment

- Publishing others' private information, such as a physical or email address, without their explicit permission

- Discrimination based on any protected characteristic

Youth Safety Violations:

- Any behavior that could compromise youth athlete safety or privacy

- Inappropriate interactions with minors in any context

- Sharing or requesting personal information about youth athletes

- Discussions or content that could be harmful to youth development

Professional Misconduct:

- Other conduct which could reasonably be considered inappropriate in a professional setting

- Deliberately undermining the work or contributions of others

- Persistent disruption of discussions or community events

- Advocating for or implementing features that compromise user privacy or safety

Technical Misconduct:

- Submitting malicious code or intentionally introducing security vulnerabilities

- Plagiarizing code or violating intellectual property rights

- Deliberately introducing technical debt or poor practices

- Refusing to follow established coding standards and review processes

Youth Protection Standards

Given our focus on youth athletes, we maintain additional standards specifically related to child safety and protection:

Mandatory Reporting

All community members must:

- Report suspected child abuse or neglect to appropriate authorities
- Immediately report any concerning behavior toward minors to project maintainers
- Follow all applicable laws regarding mandatory reporting requirements
- Prioritize child safety over community harmony in all situations

Youth Interaction Guidelines

When interacting with or about youth athletes:

- Maintain appropriate professional boundaries
- Never request personal information from minors
- Report any inappropriate behavior immediately
- Ensure all content and discussions are age-appropriate and supportive

Privacy Protection

We are committed to:

- Protecting the privacy and personal information of all youth users
- Implementing privacy-by-design in all youth-facing features
- Maintaining strict data protection standards
- Regular privacy audits and compliance verification

Enforcement Responsibilities

Community leaders and maintainers 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 but not limited to:

Digital Spaces:

- GitHub repositories and issue trackers

- Slack workspace and community chat channels

- Video calls and virtual meetings

- Email communications and mailing lists

- Social media accounts and posts representing PraxisForma

Physical Spaces:

- Conferences and meetups

- Hackathons and community events

- Workshops and training sessions

- Any in-person gathering of community members

Representation: 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 email address, posting via an official social media account, or acting as an appointed representative at an online or offline event.

Reporting Guidelines

How to Report

If you experience or witness unacceptable behavior, or have concerns about youth safety, please report it using one of the following methods:

Immediate Safety Concerns:

- **Emergency**: Contact local emergency services (911 in US)

- **Child Safety**: Contact local child protective services

- **Critical Issues**: Email conduct@praxisforma.com (monitored 24/7)

General Code of Conduct Violations:

- **Email**: conduct@praxisforma.com

- **Anonymous Form**: https://forms.praxisforma.com/conduct-report
- **Direct Message**: Contact any maintainer via Slack or GitHub

Privacy and Security Issues:

- **Privacy Concerns**: privacy@praxisforma.com
- **Security Issues**: security@praxisforma.com

What to Include in Reports

For all reports, please include:

- Your contact information (if not anonymous)
- Names/usernames of people involved
- Description of what happened
- When and where it occurred
- Any additional context or evidence
- Whether you believe it is ongoing

For youth safety concerns, also include:

- Age of any minors involved (if known)
- Immediate safety risks
- Any evidence of harm or potential harm
- Previous incidents (if applicable)

Confidentiality

All reports will be handled with strict confidentiality. We will not share reporter information without explicit consent, except when required by law or necessary to ensure immediate safety.

Our commitments:

- All reports will be reviewed by trained community leaders
- Reporter identity will be protected
- We will not retaliate against good faith reporters
- Regular updates will be provided on investigation status

Enforcement Process

Investigation Timeline

Immediate Response (Within 24 Hours):

- Acknowledge receipt of report

- Assess for immediate safety concerns

- Begin preliminary investigation

- Take emergency action if needed (temporary suspensions, etc.)

Full Investigation (Within 7 Days):

- Interview all parties involved

- Review evidence and documentation

- Consult with additional experts if needed

- Determine appropriate response

Resolution (Within 14 Days):

- Communicate decision to all relevant parties

- Implement consequences and remediation

- Follow up on effectiveness of actions

- Document lessons learned

Enforcement Actions

Community leaders will determine consequences for violations based on severity, context, and impact. Possible actions include:

Educational Actions:

- Private conversation and education

- Public clarification of community standards

- Required training or education

- Mentoring and support programs

Corrective Actions:

- Public apology or correction

- Removal of problematic content

- Temporary loss of privileges (commenting, contributing)

- Required supervision for contributions

Protective Actions:

- Temporary suspension from community spaces

- Permanent ban from all community interactions

- Reporting to external authorities (law enforcement, employers)

- Legal action if necessary

Appeals Process

Right to Appeal: Anyone subject to enforcement action has the right to appeal the decision by:

- Emailing appeals@praxisforma.com within 30 days

- Providing additional context or evidence

- Requesting review by different community leaders

Appeal Review:

- Appeals will be reviewed by maintainers not involved in original decision

- Additional investigation may be conducted if needed

- Final decision will be communicated within 14 days

- Appeal decisions are final

Special Considerations

Youth Contributor Protection

For contributors under 18:

- Parental consent required for participation

- Additional privacy protections in place

- Mentorship and guidance provided

- Safe reporting mechanisms available

- Regular check-ins on experience and safety

International Considerations

We recognize:

- Different cultural norms and legal requirements across regions

- Varying definitions of appropriate behavior

- Need for culturally sensitive enforcement

- Compliance with local laws and regulations

Our approach:

- Education about community standards for international members

- Consideration of cultural context in enforcement decisions

- Collaboration with local organizations when appropriate

- Respect for local laws while maintaining core safety standards

Accessibility and Inclusion

We are committed to:

- Making all community spaces accessible to people with disabilities

- Providing alternative communication methods as needed

- Ensuring enforcement processes are accessible

- Regular review of barriers to participation

Community Support

Mental Health and Wellbeing

We recognize that:

- Code of conduct violations can be traumatic for those involved

- Community conflict can impact mental health

- Support systems are essential for healthy communities

We provide:

- Resources for mental health support

- Trauma-informed response procedures

- Connection to professional support services

- Safe spaces for processing difficult experiences

Restorative Justice

When appropriate, we:

- Focus on understanding and addressing root causes

- Facilitate dialogue between affected parties

- Emphasize learning and growth over punishment

- Work toward healing and stronger community bonds

Training and Education

Ongoing Education

We provide:

- Regular training on youth protection and safety

- Code of conduct workshops for new contributors

- Bystander intervention training

- Cultural competency education

We require:

- All maintainers complete youth protection training

- Regular refresher training on community standards

- Specialized training for those handling reports

- Continuous learning about best practices

Prevention

Our prevention strategies include:

- Clear communication of expectations

- Positive role modeling by community leaders

- Proactive identification of potential issues

- Creating systems that support positive behavior

Updates and Changes

Review Process

This Code of Conduct will be:

- Reviewed annually by community leaders

- Updated based on community feedback and incidents

- Aligned with evolving best practices

- Improved based on lessons learned

Community Input

We welcome:

- Feedback on the effectiveness of these standards

- Suggestions for improvement

- Reports of gaps or unclear areas

- Ideas for better supporting our community

Notification

Changes will be:

- Communicated to all community members

- Explained with rationale for updates

- Implemented with appropriate transition periods

- Documented in version control

Resources and Support

Educational Resources

Youth Protection:

- National Center for Missing & Exploited Children

- Darkness to Light - Stewards of Children

- Center for Disease Control - Child Abuse Prevention

Inclusive Communities:

- Project Include

- Open Source Diversity

- All Tech Is Human

Mental Health:

- Crisis Text Line - Text HOME to 741741

- National Suicide Prevention Lifeline - 988

- Mental Health America

Legal Resources

If you need legal assistance:

- Legal Aid Organizations
- ACLU Know Your Rights
- Cyber Civil Rights Initiative

Acknowledgments

This Code of Conduct is adapted from:

- Contributor Covenant, version 2.1
- Django Code of Conduct
- Python Community Code of Conduct
- Youth protection best practices from Safeguarding Collaborative

We thank these communities for their leadership in creating safe, inclusive spaces and for their commitment to protecting vulnerable populations.

Contact Information

Code of Conduct Team:

- **Primary Contact**: conduct@praxisforma.com
- **Youth Safety Officer**: safety@praxisforma.com
- **Privacy Officer**: privacy@praxisforma.com

Anonymous Reporting:

- **Web Form**: https://forms.praxisforma.com/conduct-report
- **Phone Hotline**: 1-800-XXX-XXXX (Available 24/7)

Emergency Contacts:

- **In US**: 911 for immediate emergencies
- **Child Protective Services**: Contact local agencies
- **National Child Abuse Hotline**: 1-800-4-A-CHILD (1-800-422-4453)

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Document Owner: PraxisForma Community Team

Review Cycle: Annual review with updates as needed

By participating in the PraxisForma community, you agree to abide by this Code of Conduct and help us create a safe, welcoming environment for everyone, especially the youth athletes we serve.