

CLAIRE - COMMUNITY CODE OF CONDUCT

Introduction

At CLAIRE, we strive to create an inclusive, respectful, and professional environment for all members. This Code of Conduct outlines our expectations for member behavior and the consequences of unacceptable behavior. We invite all members, volunteers, and participants to help us realize a safe and positive experience for everyone.

Inclusive Community Commitment

At CLAIRE, we are dedicated to creating a supportive and inclusive environment. This commitment extends to anyone who identifies as a woman and to allies who support this demographic in the fields of cloud and AI technology. We understand the importance of tailored spaces for open dialogue and shared experiences:

- ****General Channel****: A space dedicated to individuals who identify as women to share, learn, and discuss their experiences and challenges in the tech field.
- ****Allies Channel****: A supportive space where allies can engage, learn about advocacy, and discuss how to effectively support women in tech.

Role of Allies in CLAIRE

Allies play a crucial role in our community by supporting inclusivity, diversity, and the advancement of women in cloud and AI technologies.

Allies are expected to:

- Actively listen and learn from the experiences of women in tech.
- Participate in discussions where they can offer support, insight, or constructive contributions.
- Respect the boundaries and guidelines of the community spaces designated for specific group discussions.
- Engage in community events and initiatives as supportive participants and advocates.

By defining these roles and expectations clearly, you'll help ensure that all members understand their part in fostering a respectful and supportive community. This approach not only aligns with your inclusive mission but also sets a tone of collaboration and mutual respect from the outset.

Our Standards

In the spirit of fostering an open and welcoming environment, we commit to making participation in our community a harassment-free experience for everyone, regardless of age, body size, disability, ethnicity, gender identity and expression, level of experience, nationality, personal appearance, race, religion, or sexual identity and orientation.

Expected Behavior

The following behaviors are expected and requested of all community members:

- Participate in an authentic and active way. In doing so, you contribute to the health and longevity of this community.
- Exercise consideration and respect in your speech and actions.
- Attempt collaboration before conflict.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.

- Be mindful of your surroundings and of your fellow participants.
- Alert community leaders if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, even if they seem inconsequential.

Unacceptable Behavior

Unacceptable behaviors include:

- The use of sexualized language or imagery and unwelcome sexual attention or advances.
- Trolling, insulting/derogatory comments, and personal or political attacks.
- Public or private harassment.
- Publishing others' private information, such as a physical or electronic address, without explicit permission.
- Other conduct that could reasonably be considered inappropriate in a professional setting.

Consequences of Unacceptable Behavior

Unacceptable behavior from any community member, including sponsors and those with decision-making authority, will not be tolerated. Anyone asked to stop unacceptable behavior is expected to comply immediately.

If a community member engages in unacceptable behavior, the community organizers may take any action they deem appropriate, including a ban or permanent expulsion from the community without warning (and without refund in the case of a paid event).

Reporting Guidelines

If you are subject to or witness unacceptable behavior, or have any other concerns, please notify a community organizer as soon as possible. The contact information for reporting will be provided on our membership site and communication platforms.

Additionally, community organizers are available to help community members engage with local law enforcement or to otherwise help those experiencing unacceptable behavior feel safe.

Addressing Grievances

If you feel you have been falsely or unfairly accused of violating this Code of Conduct, you should notify the organizers with a concise description of your grievance. Your grievance will be handled in accordance with our existing governing policies.

Scope

We expect all community participants (contributors, paid or otherwise; sponsors; and other guests) to abide by this Code of Conduct in all community venues—online and in-person—as well as in all one-on-one communications pertaining to community business.

Contact Info: hello@clairecommunity.org

This Code of Conduct is intended to help CLAIRE maintain a diverse and inclusive community that promotes mutual respect and collaboration. It should be easily accessible to all members and clearly communicated during the onboarding process. Adjustments may be needed based on community feedback and evolving standards.