

Andela

Pre-fellowship

Honor Code





# EPIC

## EXCELLENCE

*We are lifelong learners who strive for mastery of our craft*

### **ASK FOR HELP**

We create a safe space for others to ask for help.

We ask for help when we're stuck and motivate others to do the same.

We create space for psychological safety in all our interactions by encouraging peers to be open and honest about their experiences.

### **DELIVER EXCELLENT WORK**

We endeavor to write code of the highest quality.

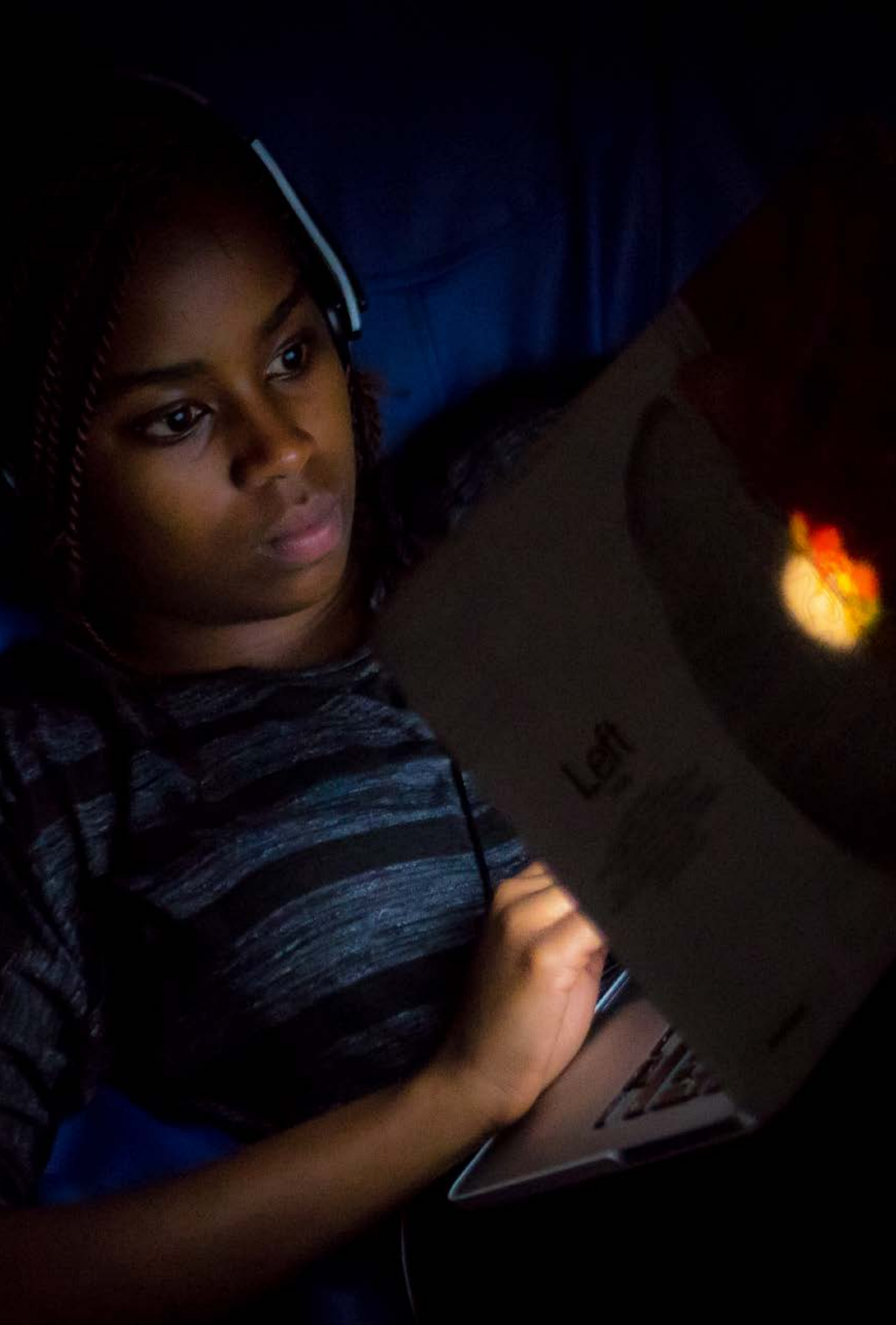
We write code that adheres to best practices.

We (help) make technical debt transparent to ensure we pay back the technical debt as soon as possible.

### **LEARN CONTINUOUSLY**

We aspire to always learn and take active steps to ensure that we are growing as people and as technologists.

We are responsive to feedback and take responsibility to work on improving ourselves and those around us.



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## PASSION

*We believe we are going to change the world and act accordingly*

### IMPACT OUR COMMUNITIES

We ensure the code we write contributes positively to society and the well-being of communities.

We look and take advantage of opportunities to share what we learn.

We remember and uphold the reasons for why we chose technology as a career path.

### MENTOR OVER TEACH

We believe that everyone has superpowers, and it's up to us to help them unlock them.

We know that there are times that we will be mentors and there are times that we'll lean on mentors.

### DO THE HARD WORK

We acknowledge that it takes hard work to become good at our craft and we do that hard work every day.





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# INTEGRITY

*We choose extraordinary people, then trust them to do the right thing*

## **GIVE CREDIT, ACCEPT RESPONSIBILITY**

We give proper credit for intellectual property that is not our own.

We do not copy code or any other content and pass it on as our own.

We do not share confidential information, intellectual property, or solutions.

We do not use others' intellectual property, capitalize on loopholes, or pass off work that's not our own for personal gains.

We accept full responsibility for our own work and actions, and the impact it has on our communities.

## **COMMIT TO CONSISTENT IMPROVEMENT**

We provide full disclosure of all system limitations and problems and do not make false claims about a system, or system design.

We are honest about our qualifications and where we fall short.

## **MAINTAIN PRIVACY & SECURITY**

We respect the privacy of others so we will not write code or any other content that breaches their privacy.

We report any breaches of privacy or breaks in security.

We treat all information that we are privileged to at Andela as confidential and protect it from unauthorized access.

We will not violate copyrights, patents, or terms of service agreements.

## **LEARN FROM MISTAKES**

Mistakes are inevitable; and when they happen we seek to limit their impact, and learn from them, to avoid similar mistakes in the future.

We know that integrity isn't the absence of mistakes, rather the acceptance of responsibility and acknowledgment that the learnings would only make us stronger.

## **PREVENT HARASSMENT, DISCRIMINATION, AND BULLYING**

We refrain from using any intimidating, harassing, abusive, discriminatory, derogatory or demeaning behavior or speech.

We immediately report incidents where we are being bullied or harassed by anyone at Andela, to Andela's Talent Development or People teams.





# EPIC

## COLLABORATION

*We know our sum is greater than our parts*

### **GIVE RESPECT**

We seek to always be curious and treat others with dignity.

We are honest and straightforward with peers and community members.

### **SHARE KNOWLEDGE**

We share our knowledge and expertise with others to help them grow.

We are aware that our contribution and the contributions of our teammates, are integral to any project's success and we behave as such.

We share our feedback early and clearly to ensure project success.

### **CREATE A SAFE LEARNING ENVIRONMENT**

We are committed to building a supportive learning environment, where other aspiring Andelans have the opportunity to reach their fullest potential.

We are committed to a violence-free work environment, and we will not tolerate any level of violence or the threat of violence in the workplace.

We maintain a safe, helpful and friendly community for everyone, regardless of experience, gender identity and expression, sexual orientation, disability, personal appearance, body size, race, ethnicity, age, religion, nationality, or other defining characteristics.