# Capital Area SQL Server User Group

# Code of Conduct

This document guides the behavior for all user group leaders and members and is intended to foster an environment ideal for both learning and networking.

## Code of Conduct for User Group Leaders

As event and experience organizers, we seek to provide a respectful, friendly, professional experience for everyone, regardless of their gender, sexual orientation, physical appearance, disability, age, race, or religion. We do not tolerate any behavior that is degrading to any gender, race, sexual orientation, or disability, nor do we tolerate any behavior that would be deemed harassment or discrimination. Individuals are responsible for knowing and abiding by our standards and we encourage everyone to assist in creating a safe and welcoming environment. Group leaders are held to the same standards as members, attendees, speakers, and sponsors.

## Code of Conduct for all User Group Members

*Throughout each interaction:*

Be friendly and welcoming

Listen with purpose and create space for others’ communication preferences.

Ask yourself how you can make someone life easier.

Be patient

Remember that people have varying communication styles and preferences.

Recognize that not everyone is using their native language. Meaning and tone can be lost in translation.

Be thoughtful

Think about how others will interpret your words. Aim for clear and productive communication.

Remember that sometimes it is best to refrain from commenting.

Be respectful and inclusive

Respect differences of opinion.

Seek to understand and build bridges, not condemn or criticize.

Make a conscious effort to include people who differ from you.

Be open and curious

Assume good intent and interpret others’ statements or questions in good faith.

Ask questions to understand, not denounce.

Focus on continuous learning. Improve upon the things you already know, tackle new things, and ask others about their expertise to deepen your own knowledge.

Summary

Treat everyone with respect, kindness, and empathy.

Use welcoming and inclusive language.

Be thoughtful in how you communicate in person and online.

Don’t be destructive or inflammatory.

Gracefully accept constructive criticism.

Listen with purpose and create space for others’ communication preferences.

Reach out to the organizers if you need anything.

## Reporting

Please report any concerns, suspicious activity, or disruptive behavior to the user group leaders via Meetup, email, or social media:

<https://www.meetup.com/capital-area-sql-server-user-group/>

[ed@edwardpollack.com](mailto:ed@edwardpollack.com)

<https://www.linkedin.com/in/ed-pollack-65a3aa23/>

If you have any questions, comments, or suggestions for this document, please contact us at the above links.

If you are uncomfortable engaging with group leaders directly, for any reason, please reach out to the Azure Tech Groups team at ms-data@microsoft.com.