

## Btrust Builders: Code of Conduct

Btrust Builders is a comprehensive engineering program designed to train experienced software developers in Africa and the Global South to contribute to open-source Bitcoin and Lightning development. We are dedicated to providing a harassment-free experience for all participants regardless of gender, age, sexual orientation, disability, physical appearance, national origin, ethnicity, tribe, or religion.

### Scope

This code of conduct is a guide for the behavior we support and don't support in our community's social media forums and other communication platforms which applies to all participants of the Btrust Builders program regardless of your stage in the program.

### Conduct

Behavior that contribute to a positive environment include:

- Being friendly
- Using welcoming and inclusive language
- Being respectful of differing viewpoints and experiences
- Showing empathy towards other community members
- Looking out for one another by using words of encouragement

Unacceptable behavior by participants include:

- Every form of harassment
- Questioning or challenging someone's stated self-identity or chosen labels
- Making general statements about groups you do not belong to
- Incitement of violence towards any individual
- Unauthorized publication of private information or communication
- Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, relationships, drugs, physical appearance and employment
- Gratuitous or off-topic sexual images or behavior
- Public promotional activities
- An attempt to engage or participate in monetary exchange with a fellow member, including but not limited to buying, selling, buying, trading.
- Using crass languages
- Constantly interrupting a person in the middle of a conversation
- Using condescending words in a bid to belittle a person's point or thought process

## Other Rules of Engagement

- Bitcoin & Lightning only. Our community is exclusively focused on bitcoin and lightning knowledge sharing. While we explicitly seek to avoid discussion of other cryptocurrencies (aka “altcoins”) we do not condone negative speech about them. We describe and explore bitcoin’s relative merits, while recognizing the undeniable virtue of altcoins: experimentation.
- No price talk. Btrust Builders will not be a platform for investment advice, and we will not discuss price movements or price targets.
- Minimize politics. We ask that as a whole, this space remains as apolitical as possible. We understand certain topics may naturally arise and when they do, we ask that members remain especially mindful of our focus on empathy and respect, and the fact that bitcoin is a tool for everyone, irrespective of political belief.

## Harassment

Harassment can take many forms. Examples include, but are not limited to:

- Threats of violence
- Deliberate intimidation
- Stalking or following
- Unwanted recording, including logging online activity for harassment purposes
- Sustained disruption of discussion
- Unwelcome sexual attention
- Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others
- Continued one-on-one communication after requests to cease
- Offensive comments or personal questions relating to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, age, race, national origin, ethnic origin, nationality, language, religion or lack thereof, or other identity marker

### If you see a violation

1. Notify the participant they are in violation of the code of conduct and ask them to stop their behavior. That participant should comply immediately.
2. If the participant does not correct the issue, contact an administrator.
3. If you do not feel comfortable confronting the participant 1-on-1, do not hesitate to escalate directly to an administrator. When reporting, please include any relevant details, links, screenshots, context that may be used to better understand and resolve the situation.
4. As soon as available, an administrator will join, identify themselves, and take further action. These actions could include:
  - A warning
  - Removal from Btrust Builders's online community (including but not limited to Discord platform, social media)
  - Being banned from all future cohorts

We reserve the right to reject any report we believe to have been made in bad faith. Reports intended to silence legitimate criticism may be deleted without response.

We will respect confidentiality requests for the purpose of protecting victims of abuse. At our discretion, we may publicly name a person about whom we've received harassment complaints, or privately warn third parties about them, if we believe that doing so will increase the safety of the Btrust Builders community or the general public. We will not name harassment victims without their affirmative consent.

Thank you for your help in keeping our space welcoming, respectful, and inclusive.