

CODE OF CONDUCT

DEI / FCTUC

SOFTWARE ENGINEERING

PROJECT NAME: WESEARCHERS

VERSION 1.0

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1.0 CODE OF CONDUCT

1. Purpose

A primary goal of the WeSearchers Team is to be inclusive towards the most varied and diverse backgrounds. As such, we are committed to providing a friendly, safe and welcoming environment for all, regardless of gender, sexual orientation, ability, ethnicity, socioeconomic status, and religion (or lack thereof).

This code of conduct outlines our expectations for all those who participate in our project, as well as the consequences for unacceptable behaviour. We invite all those who participate in the WeSearchers Team to help us create safe and positive experiences for everyone.

2. Open Source Citizenship

A supplemental goal of this Code of Conduct is to increase open source citizenship by encouraging participants to recognize and strengthen the relationships between our actions and their effects on our project.

This project aims to mirror the societies in which it exists and positive action is essential to counteract the many forms of inequality and abuses of power that exist in society.

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If you see someone who is making an extra effort to ensure our project is welcoming, friendly, and encourages all participants to contribute to the fullest extent, we want to know.

3. Expected Behaviour

The following behaviours are expected and requested of all project members:

- * Participate in an authentic and active way. In doing so, you contribute to the health and longevity of this project.
- * Exercise consideration and respect in your speech and actions.
- * Attempt collaboration before conflict.
- * Refrain from demeaning, discriminatory, or harassing behaviour and speech.
- * Be mindful of your surroundings and of your fellow collaborators. Alert project leaders if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, even if they seem inconsequential.

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4. Unacceptable Behaviour

The following behaviours are considered harassment and are unacceptable within our project:

- * Violence, threats of violence or violent language directed against another person.
- * Sexist, racist, homophobic, transphobic, ableist or otherwise discriminatory jokes and language.
- * Posting or displaying sexually explicit or violent material.
- * Posting or threatening to post other people's personally identifying information ("doxing").
- * Personal insults, particularly those related to gender, sexual orientation, race, religion, or disability.
- * Inappropriate photography or recording.
- * Inappropriate physical contact. You should have someone's consent before touching them.
- * Unwelcome sexual attention. This includes, sexualized comments or jokes; inappropriate touching, groping, and unwelcomed sexual advances.

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- * Deliberate intimidation, stalking or following (online or in person).
- * Advocating for, or encouraging, any of the above behaviour.
- * Sustained disruption of project events, including talks and presentations.

5. Consequences of Unacceptable behaviour

Unacceptable behaviour from any project member will not be tolerated.

Anyone asked to stop unacceptable behaviour is expected to comply immediately.

If a project member engages in unacceptable behaviour, the project managers may take any action they deem appropriate, up to and including a temporary ban or permanent expulsion from the project without warning.

6. Reporting Guidelines

If you are subject to or witness unacceptable behaviour, or have any other concerns, please notify a project management member as soon as possible: simao.nogueira66@gmail.com

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7. Addressing Grievances

If you feel you have been falsely or unfairly accused of violating this Code of Conduct, you should notify project management with a concise description of your grievance. Your grievance will be handled in accordance with our existing governing policies (<https://docs.wesearchers.pt/project/documentation/quality-and-processes>).

8. Scope

We expect all project participants to abide by this Code of Conduct in all communications pertaining to the WeSearchers project.

This code of conduct and its related procedures also applies to unacceptable behaviour occurring outside the scope of project activities when such behaviour has the potential to adversely affect the safety and well-being of project members.

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9. Contact info

Simão Nogueira - simao.nogueira66@gmail.com

10. License and attribution

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Portions of text derived from the Citizen Code of Conduct (<http://citizencodeofconduct.org/>), Django Code of Conduct (<https://www.djangoproject.com/conduct/>), and the Geek Feminism Anti-Harassment Policy (http://geekfeminism.wikia.com/wiki/Conference_anti-harassment/Policy).