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Python Software Foundation Policies

Python Software Foundation Code of Conduct

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Python Software Foundation Code of Conduct

The Python community is made up of members from around the globe with a diverse set of skills, personalities, and experiences. It is through these differences that our community experiences great successes and continued growth. When you're working with members of the community, this Code of

Conduct will help steer your interactions and keep Python a positive,
successful, and growing community.

Our Community

Members of the Python community are **open, considerate, and respectful**.
Behaviours that reinforce these values contribute to a positive environment,
and include:

* **Being open.** Members of the community are open to collaboration, whether it's on PEPs, patches, problems, or otherwise.
* **Focusing on what is best for the community.** We're respectful of the processes set forth in the community, and we work within them.
* **Acknowledging time and effort.** We're respectful of the volunteer efforts that permeate the Python community. We're thoughtful when addressing the efforts of others, keeping in mind that often times the labor was completed simply for the good of the community.
* **Being respectful of differing viewpoints and experiences.** We're receptive to constructive comments and criticism, as the experiences and skill sets of other members contribute to the whole of our efforts.
* **Showing empathy towards other community members.** We're attentive in our communications, whether in person or online, and we're tactful when approaching differing views.
* **Being considerate.** Members of the community are considerate of their peers -- other Python users.
* **Being respectful.** We're respectful of others, their positions, their skills, their commitments, and their efforts.
* **Gracefully accepting constructive criticism.** When we disagree, we are courteous in raising our issues.

* **Using welcoming and inclusive language.** We're accepting of all who wish to take part in our activities, fostering an environment where anyone can participate and everyone can make a difference.

Our Standards

Every member of our community has the right to have their identity respected.
The Python community is dedicated to providing a positive experience for
everyone, regardless of age, gender identity and expression, sexual
orientation, disability, physical appearance, body size, ethnicity,
nationality, race, or religion (or lack thereof), education, or socio-economic
status.

Inappropriate Behavior

Examples of unacceptable behavior by participants include:

* Harassment of any participants in any form
* Deliberate intimidation, stalking, or following
* Logging or taking screenshots of online activity for harassment purposes
* Publishing others' private information, such as a physical or electronic address, without explicit permission
* Violent threats or language directed against another person
* Incitement of violence or harassment towards any individual, including encouraging a person to commit suicide or to engage in self-harm
* Creating additional online accounts in order to harass another person or circumvent a ban
* Sexual language and imagery in online communities or in any conference venue, including talks

* Insults, put downs, or jokes that are based upon stereotypes, that are exclusionary, or that hold others up for ridicule

* Excessive swearing

* Unwelcome sexual attention or advances

* Unwelcome physical contact, including simulated physical contact (eg, textual descriptions like "hug" or "backrub") without consent or after a request to stop

* Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others

* Sustained disruption of online community discussions, in-person presentations, or other in-person events

* Continued one-on-one communication after requests to cease

* Other conduct that is inappropriate for a professional audience including people of many different backgrounds

Community members asked to stop any inappropriate behavior are expected to
comply immediately.

Weapons Policy

No weapons are allowed at Python Software Foundation events. Weapons include
but are not limited to explosives (including fireworks), guns, and large
knives such as those used for hunting or display, as well as any other item
used for the purpose of causing injury or harm to others. Anyone seen in
possession of one of these items will be asked to leave immediately, and will
only be allowed to return without the weapon.

Consequences

If a participant engages in behavior that violates this code of conduct, the Python community Code of Conduct team may take any action they deem appropriate, including warning the offender or expulsion from the community and community events with no refund of event tickets. The full list of consequences for inappropriate behavior is listed in the [Enforcement Procedures](Enforcement-Procedures/).

Thank you for helping make this a welcoming, friendly community for everyone.

Scope

PSF Events

This Code of Conduct applies to the following people at events hosted by the Python Software Foundation, and [events hosted by projects under the PSF's fiscal sponsorship](https://www.python.org/psf/fiscal-sponsorees/):

* staff
* Python Software Foundation board members
* speakers
* panelists
* tutorial or workshop leaders
* poster presenters
* people invited to meetings or summits
* exhibitors
* organizers

* volunteers
* all attendees

The Code of Conduct applies in official venue event spaces, including:

* exhibit hall or vendor tabling area
* panel and presentation rooms
* hackathon or sprint rooms
* tutorial or workshop rooms
* poster session rooms
* summit or meeting rooms
* staff areas
* con suite
* meal areas
* party suites
* walkways, hallways, elevators, and stairs that connect any of the above spaces

The Code of Conduct applies to interactions with official event accounts on social media spaces and phone applications, including:

* comments made on official conference phone apps
* comments made on event video hosting services
* comments made on the official event hashtag or panel hashtags

Event organizers will enforce this code throughout the event. Each event is required to provide a Code of Conduct committee that receives, evaluates, and acts on incident reports. Each event is required to provide contact

information for the committee to attendees. The event Code of Conduct committee may (but is not required to) ask for advice from the Python Software Foundation Code of Conduct work group. The Python Software Foundation Code of Conduct work group can be reached by emailing conduct-wg@python.org.

PSF Online Spaces

This Code of Conduct applies to the following online spaces:

* Mailing lists, including [docs](https://mail.python.org/mailman/listinfo/docs), [core-mentorship](https://mail.python.org/mm3/mailman3/lists/core-mentorship.python.org/) and all other [mailing lists hosted on python.org](https://mail.python.org/mailman/listinfo)
* Core developers' Python Discord server
* The PSF Discord and Slack servers
* Python Software Foundation hosted Discourse server discuss.python.org
* Code repositories, issue trackers, and pull requests made against any Python Software Foundation-controlled GitHub organization
* Any other online space administered by the Python Software Foundation

This Code of Conduct applies to the following people in official Python Software Foundation online spaces:

* PSF Members, including Fellows
* admins of the online space
* maintainers

* reviewers
* contributors
* all community members

Each online space listed above is required to provide the following
information to the Python Software Foundation Code of Conduct work group:

* contact information for any administrators/moderators

Each online space listed above is encouraged to provide the following
information to community members:

* a welcome message with a link to this Code of Conduct and the contact information for making an incident report conduct-wg@python.org

The Python Software Foundation Code of Conduct work group will receive and
evaluate incident reports from the online communities listed above. The Python
Software Foundation Code of Conduct work group will work with online community
administrators/moderators to suggest actions to take in response to a report.
In cases where the administrators/moderators disagree on the suggested
resolution for a report, the Python Software Foundation Code of Conduct work
group may choose to notify the Python Software Foundation board.

Contact Information

If you believe that someone is violating the code of conduct, or have any
other concerns, please contact a member of the Python Software Foundation Code

of Conduct work group immediately. They can be reached by emailing conduct-wg@python.org

Procedure for Handling Incidents

[Python Software Foundation Community Member Procedure For Reporting Code of Conduct Incidents](Procedures-for-Reporting-Incidents/)

[Python Software Foundation Code of Conduct Working Group Enforcement Procedures](Enforcement-Procedures/)

License

This Code of Conduct is licensed under the [Creative Commons Attribution-ShareAlike 3.0 Unported License](https://creativecommons.org/licenses/by-sa/3.0/).

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Attributions

This Code of Conduct was forked from the example policy from the [Geek Feminism wiki, created by the Ada Initiative and other volunteers](http://geekfeminism.wikia.com/wiki/Conference_anti-harassment/Policy), which is under a [Creative Commons Zero license](https://creativecommons.org/publicdomain/zero/1.0/).

Additional new language and modifications were created by Sage Sharp of [Otter Tech](https://otter.technology/code-of-conduct-training/).

Language was incorporated from the following Codes of Conduct:

* [Affect Conf Code of Conduct](https://affectconf.com/coc/), licensed under a [Creative Commons Attribution-ShareAlike 3.0 Unported License](http://creativecommons.org/licenses/by-sa/3.0/).
* [Citizen Code of Conduct](http://citizencodeofconduct.org/), licensed under a [Creative Commons Attribution-ShareAlike 3.0 Unported License](http://creativecommons.org/licenses/by-sa/3.0/).
* [Contributor Covenant version 1.4](https://www.contributor-covenant.org/version/1/4/code-of-conduct), licensed [Creative Commons Attribution 4.0 License](https://github.com/ContributorCovenant/contributor_covenant/blob/master/LICENSE.md).
* [Django Project Code of Conduct](https://www.djangoproject.com/conduct/), licensed under a [Creative Commons Attribution 3.0 Unported License](http://creativecommons.org/licenses/by/3.0/).
* [LGBTQ in Tech Slack Code of Conduct](https://lgbtq.technology/coc.html), licensed under a [Creative Commons Zero License](https://creativecommons.org/publicdomain/zero/1.0/).
* [PyCon 2018 Code of Conduct](https://us.pycon.org/2018/about/code-of-conduct/), licensed under a [Creative Commons Attribution 3.0 Unported License](http://creativecommons.org/licenses/by/3.0/).
* [Rust Code of Conduct](https://www.rust-lang.org/en-US/conduct.html)

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