

# Frontier Tech Leaders (FTL) Global Community Code of Conduct

## Our Pledge

As members, contributors, and leaders of the Frontier Tech Leaders (FTL) Global Community, we pledge to make participation in our community a harassment-free experience for everyone, regardless of age, body size, visible or invisible disability, ethnicity, sex characteristics, gender identity and expression, level of experience, education, socio-economic status, nationality, personal appearance, race, religion, or sexual identity and orientation.

We pledge to act and interact in ways that contribute to an open, welcoming, diverse, inclusive, and healthy community, respecting the values and ethics upheld by the FTL initiative.

## Our Business Ethics Principles

### Principle 1: Honesty, Integrity, and Fair Play

Members of the FTL Community are committed to honesty, integrity, and fair play in all community activities. All activities related to FTL projects should be conducted openly, fairly, and impartially.

### Principle 2: Equal Opportunity for All Community Members

The FTL Community provides equal opportunities for all members to contribute, regardless of race, color, sex, religion, national origin, age, disability, or other legally protected status.

### **Principle 3: Governance and Anti-Corruption**

FTL has zero tolerance for corruption. Any form of payment or offer of value to influence or obtain undue personal advantage is prohibited.

### **Principle 4: Conflict of Interest**

Community members must avoid conflicts of interest, where personal interests compete or conflict with FTL's interests. Any actual or perceived conflict of interest should be declared in writing.

### **Principle 5: Misuse of Community Member Position**

Community members should not misuse their position for personal gain or to favor relatives or friends. Misuse of information or resources for personal interest is strictly prohibited.

### **Principle 6: Handling of Classified or Proprietary Information**

Community members should not disclose any classified or proprietary information without authorization. Proper safeguards must be provided to prevent misuse.

### **Principle 7: Property of FTL**

Community members must ensure proper use of FTL property, data, or systems for conducting FTL activities. Misappropriation for personal use or resale is prohibited.

### **Our Project Management Conduct**

FTL embraces Scrum principles in project management, emphasizing:

- **Commitment:** Dedication to achieving goals and supporting each other.
- **Focus:** Prioritizing the work of the Sprint to make the best possible progress.

- **Openness:** Being open about work and challenges.
- **Respect:** Respecting each other as capable, independent people.
- **Courage:** Having the courage to do the right thing and work on tough problems.

These values guide the Scrum Team's work, actions, and behavior, reinforcing transparency, inspection, and adaptation, and building trust

## **Our Behavioral Standards**

### **Positive Behavior Includes:**

- Demonstrating empathy and kindness.
- Respecting differing opinions and experiences.
- Giving and accepting constructive feedback gracefully.
- Taking responsibility and apologizing for mistakes.
- Focusing on the community's overall benefit.

### **Unacceptable Behavior Includes:**

- Sexualized language or imagery and unwanted sexual attention.
- Trolling, insulting, or derogatory comments and personal or political attacks.
- Public or private harassment.
- Publishing others' private information without permission.
- Inappropriate conduct in a professional setting.

## **Enforcement Responsibilities**

FTL Team Members are responsible for clarifying and enforcing acceptable behavior standards. They have the authority to remove, edit, or reject contributions not aligned with this Code of Conduct and will communicate moderation decisions when appropriate.

Community members must understand and comply with this Code of Conduct. Violations may result in disciplinary action, including warnings, temporary bans, or permanent removal from the community.

## Reporting and Enforcement Guidelines

- Instances of unacceptable behavior can be reported to the FTL Team at [frontiertechleaders1@gmail.com](mailto:frontiertechleaders1@gmail.com)

All complaints will be reviewed and investigated promptly and fairly, respecting the reporter's privacy and security.

## Community Impact Guidelines:

- **Correction:** A private written warning for inappropriate language or behavior, with a possible request for a public apology.
- **Warning:** A warning for a single incident or series of actions, with no interaction with involved parties for a specified period.
- **Temporary Ban:** A temporary ban for serious violations, prohibiting public or private interaction with the community.
- **Permanent Removal:** Permanent removal for repeated violations, harassment, or aggression.

## Affirmation of Acknowledgement

By joining the FTL Global Community, I confirm that I have read and understood the FTL Global Community Code of Conduct and hereby affirm that I will abide by the Code during my involvement as a member of the FTL Community.