

Code of Conduct Incident Response Training

**Please change your Zoom name
to include your pronouns
(if you're comfortable sharing them)**

It's under Participants, hover over your name,
click rename

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Vocabulary

- Code of Conduct incident
- Reporter
- Reported person
- Third party witness
- Incident Responder



CC BY U.S. Army Africa

Agenda

- Incident responder duties
- Taking an incident report & paired practice #1a
- Evaluating a report
- Following up on a report & paired practice #1b
- Taking an incident report practice #2a
- Group report evaluation
- Following up on a report practice #2b

Ground Rules



CC BY Steve Johnson

- This is a safe(r) space
- If you are asked to stop, you will stop
- You may leave at any time
- Be open to new knowledge
- Acknowledge different lived experiences

Incident Responder Duties

- Takes incident reports
- Protects reporter privacy
- Assesses the situation
- Finds additional help
- Resolves the incident
- Responds to those impacted
- Documents the incident



CC BY Open Knowledge

Common Reporter Needs

- + To be heard
- + To be respected
- + To feel safe
- ~ To create meaning
- To be "right"
- Justice or vengeance



CC BY painteverything

Acknowledging Reporter Emotions

- "You felt (emotion) when (behavior)."
- Example: "**You felt** scared **when** they raised their voice."
- Softening the directness:
 - "So you felt..."
 - "It sounds like you felt..."
 - "I'm hearing that you felt..."

"Nonviolent communication"
by Marshall B. Rosenberg, PhD

Common Reporter Emotions

- Repeating themselves
- Becoming flustered
- Talking fast
- Judgment words
- Anger
- Mistrust



Emotion CC BY 2.0 Osamu Kaneko

Handling Privacy Concerns

- Report will be confidential
- Take an anonymous report
- Tell reported person a witness overheard / saw
- Take an escrow report
 - Document report
 - Act after second report
 - Delay response to protect privacy of 2nd person
 - Don't mention multiple reports



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Report Template

- Most important:
 - Reported person's name and description
 - Reporter's contact info
 - Key points of the incident
- Tips section
- Optional information
- Don't ask how you should handle the situation
- [Link to download report template](#)

Taking an Incident Report: **QUEST**

- **Quiet place** - offer a private room / private chat
- **Unsafe** - call another incident responder
- **Emotions** - "You felt (emotion) when (behavior)"
- **Security** - how to protect reporter privacy & safety?
- **Trust** - help the reporter feel more welcome

Thank the reporter. Get their contact info.

Instructor modeling
taking a report

Practice Receiving Reports

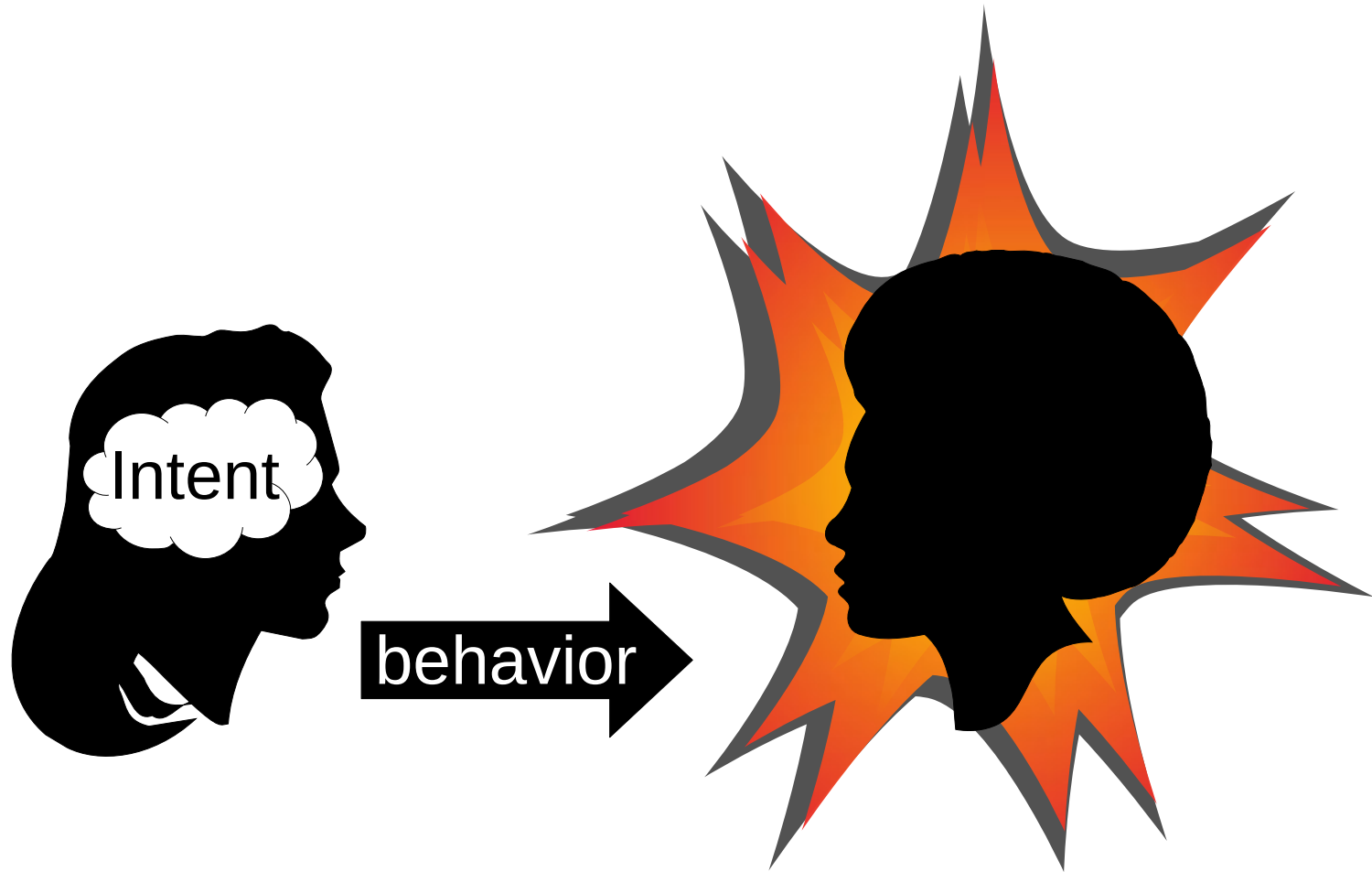
Discussion

- For the incident responder:
 - What was hard, complex, or complicated?
- For the reporter:
 - What did the incident responder do well?
 - What techniques did they use?
 - Any effective phrases?

Bias in Receiving Incident Reports

- Record the behavior & impact
- Don't use "judgment" words
- Watch yourself for defensiveness
- Be cautious about empathy for reported person

Intent vs. Impact



Intent is Not Magic

- Action or inaction has impact
- Good intent still causes harm
- **Goal: Stop the behavior**
- Do they understand why their behavior was inappropriate?
- Do they agree to change?
- Afterwards: Based on your conversation, does the reporter intend to continue the behavior?



CC BY Fabricio Zuardi
(modified)

Microaggressions: Constant Inequality

- Harm caused because your identity is not considered "the default"
 - e.g. disability, race, gender
- May happen daily
- Invisible to the "default" identity
- Death by 1,000 paper cuts



CC BY Andrew McGill

Personal Conflicts

- Not all conflicts will be a Code of Conduct violation
- Communication breakdown
- Is this a pattern?
- Know emotional and verbal abuse behaviors:
<http://outofthefog.website/traits/>



CC BY Martha Soukup

False Reporting: Power Dynamics

- What does a reporter have to lose?
 - Safety
 - Mental health
 - Career
 - Financial support
- What does the reported person have to lose?
- How likely is it the reporter will lose?



CC BY Adam Lehman

Review All Reports Carefully

- Microaggressions & sexual harassment are under reported
- Examine the power dynamics
- Be cautious of when power dynamic is reversed:
 - "racism against white people"
 - "sexist discrimination of men"
 - other "reverse-isms"



CC BY Adam Lehman

(Break)

Following up on
Incident Reports

Evaluating Reports

Risk vs. Impact

- Risk:
 - physically unsafe?
 - impacts mental health?
 - risk of behavior being repeated?
- Impact:
 - number of witnesses
 - authority / leadership of reported person
 - impact to people from marginalized groups

Evaluating Risk

	Low Risk	High Risk
Low Impact	<p>Microaggression in conversation</p> <p>Microaggression in private message</p>	<p>Repeated borderline incidents</p> <p>Pattern of verbal or emotional abuse</p>
High Impact	<p>Racist or sexist joke during presentation</p> <p>Inappropriate joke on a public channel</p>	<p>Ongoing harassment or stalking</p> <p>Online harassment campaign or doxxing</p>

Deciding Response

Low Risk

High Risk

Low
Impact

Issue warning

Monitor and document
patterns of behavior,
warn or temporary ban,
remove from leadership

High
Impact

Reprimand, removal
of offensive material

Public response from
staff or organization

Coordinated planning

Additional resources

Reach out to others

Before Speaking to a Reported Person

- Write down:
 - Their behavior and impact
 - A behavioral modification plan
 - Consequences for their behavior (?)
- What will happen if they don't agree to modify their behavior?
- Who can they appeal the decision to?

Common Emotions for People who have been reported

Emotion	Action
Anger	Defensiveness
Fear	Denial
Humiliation	Blame shifting
Anxiety	Seek reassurance
Disgust	Self blame
Abandonment	Manipulation

Successfully Encouraging Change in Reported People

- Goal is to change inappropriate behavior
- You will see defensiveness
- Reiterate behavior and impact
- Focus on shared community goals:
 - safe, inclusive, welcoming, collaboration, creativity, constructive communication
- Offer private ways to practice new skills

Following up with the reported person: **BIRDS**

Go to a private place / private message or video chat

Have an exit plan. Bring another responder if a ban is likely.

- State what their **Behavior** was without judgment words
- State the **Impact** on the reporter or community
- Allow the reported person to **Respond**
- **Don't** reassure or allow the reporter to be contacted
- **Set** a behavioral modification plan

Offer to relay any apologies

Practice:
Following up with
the Reported Person

Discussion

- For the incident responder:
 - What was hard, complex, or complicated?
- For the reported person:
 - What did the incident responder do well?
 - What techniques did they use?
 - Any effective phrases?

Following up after an incident

- Try to talk to everyone impacted
- May need a public statement
- Transparency reports
- Whisper networks exist
- Document the incident
- May need to notify volunteers

Q&A

Advanced Topics

Systemic Inequality

- Collective lack of action
- Biased harmful policies or systems
- Negatively impacts marginalized groups
- Example: No 'religious symbols' policies
 - Must choose between a headscarf & education/jobs
 - 2x more Muslim girls don't go to secondary school in France
 - Source: <https://www.washingtonpost.com/politics/2019/06/03/how-will-austrias-new-headscarf-ban-affect-muslims/?noredirect=on>

Dealing with Unwelcome Attendees

- “You aren’t permitted to attend the conference”
- Don’t provide details
- Ask them to leave
- “This is a private venue”
- Get onsite help
- Report for trespassing
- Know your local trespassing laws



CC BY Mike Mozart

Dealing with Weapons Policy Violations

- “Weapons are not allowed at our conference”
- Ask them to leave
- Come back without the weapon
- Do not argue, be firm
- Ask staff, response team, security to help
- If there is a safety risk, call 911

Conflicts of Interest

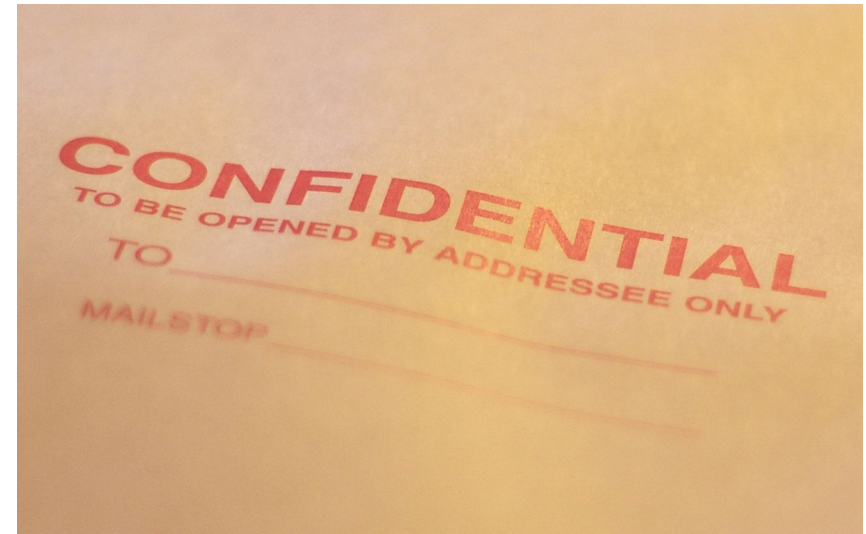
- Is anyone a friend or coworker?
 - conference staff or volunteers
 - incident response team
 - papers committee
 - sponsors
- Review leadership positions for potential leaks:
 - other incident responders
 - volunteers & staff
 - papers committee
 - board members



CC BY Jay Weldenbach

Confidentiality Issues

- Reporter fears retaliation
- NDAs & severance
- Police Investigation
- Limit incident docs access
- Ask around (discretely)
- Often multiple incidents
- Other grounds to dismiss



CC BY Casey Marshall

Known Harassers

- Not just internet trolls
- Stalkers do show up
- Power plays & disruption
- Have a mitigation plan
- Strict confidentiality plan
- Ensure attendee safety



CC BY Paul VanDerWerf