Code of Conduct: WaterSoftHack

1. Our Pledge

The WaterSoftHack initiative is dedicated to providing a harassment-free and professionally enriching experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, or technical background.

As a collaboration between water scientists, data scientists, and engineers, we are committed to fostering an open and welcoming environment that encourages "Collaborative Synergy" and "Educational Empowerment." We expect all participants, including fellows, mentors, instructors, and organizers to treat one another with respect and dignity.

2. Applicability

This Code of Conduct applies to all WaterSoftHack spaces, including but not limited to:

- Live Zoom/video conferencing sessions (tutorials, presentations, daily stand-ups).
- Communication channels (Slack, Discord, Email lists).
- Code repositories (GitHub, GitLab, etc.).
- Social media interactions related to the event.

3. Expected Behavior

We expect all participants to contribute to a positive academic and technical environment by:

1. **Being Respectful**: Exercise consideration and empathy in your speech and actions. Acknowledge that participants come from diverse backgrounds (e.g., some are experts in water science, others in machine learning).
2. **Being Collaborative:** The goal of WaterSoftHack is to bridge gaps between disciplines. Be patient with those whose expertise differs from yours. Explain concepts clearly and listen actively.
3. **Respecting Intellectual Property:** Properly attribute ideas, code, and data. As this is a scientific event, academic integrity and open-source licensing (e.g., citing the WaterSoft package or HydroSuite tools) must be upheld.
4. **Using Welcoming Language**: Use words and tone that make everyone feel included. Avoid jargon when possible, and explain any technical terms so all participants can engage fully.
5. **Giving and Receiving Feedback Gracefully**: Critique ideas, not people. innovative solutions come from constructive disagreement, but personal insults are never acceptable.

4. Unacceptable Behavior

Harassment and exclusionary behavior will not be tolerated. This includes, but is not limited to:

- Offensive verbal or written comments related to gender, sexual orientation, disability, physical appearance, body size, race, or religion.
- The use of sexualized language or imagery in any event space, including presentations and project demos.
- Deliberate intimidation, stalking, or following.
- Sustained disruption of talks, tutorials, or other events.
- Unwelcome sexual attention or advances.
- **Gatekeeping**: Making comments that belittle someone's technical skills or scientific knowledge (e.g., "real coders use X" or dismissive attitudes toward non-computer science backgrounds).
- **Academic Dishonesty**: Plagiarism, falsification of data, or claiming credit for others' work.

5. Reporting Procedures

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact the organizing team immediately.

- **Primary Contact**: watersofthack@clemson.edu
- **Alternative Reporting**: You may also email any of the lead instructors or organizers (e.g., from Clemson University, University of Iowa, Tulane University, & CUAHSI).

All reports will be treated with strict confidentiality. The organizing team is prepared to assist those experiencing harassment to feel safe for the duration of the event.

6. Enforcement

Participants asked to stop any harassing behavior are expected to comply immediately.

The WaterSoftHack organizing committee reserves the right to take any action deemed necessary to enforce this Code of Conduct, including:

1. **Warning**: A private or public warning to the offender.
2. **Removal**: Immediate expulsion from the hackathon, revocation of access to all digital platforms (Slack, Zoom, GitHub), and disqualification from any fellowship stipends or awards.
3. **Reporting**: In severe cases, reporting the incident to the offender's home institution (University/Organization) or the National Science Foundation (NSF) as appropriate under their harassment policies.

7. License and Attribution

This Code of Conduct is adapted from the Contributor Covenant and the Geek Feminism Wiki, ensuring alignment with standard scientific and open-source community practices.