



# Digital Charities: code of conduct

The Digital Charities Slack group is there to provide a space for open discussion of issues around digital in the not-for-profit world. It is not a space for selling of services and we do not tolerate harassment of participants in any form.

The group is primarily for people working for not-for-profits. We welcome the inputs of select people from agencies and consultancies on the strict understanding that they are in the group to help others benefit from their experience and expertise. Membership of the group is at the discretion of the chairs.

This code of conduct applies to every member of Digital Charities. Anyone who violates this code of conduct may be expelled from Digital Charities at the discretion of the chairs.

Digital Charities members are responsible for knowing and abiding by these rules.

## Spam and self-promotion

The Digital Charities Slack group is a place for industry practitioners to discuss their work, share resources, and help others professionally.

Be mindful of this when promoting blog posts, conferences, products, and other resources. The things you post should be valuable and relevant to the community.

Do not approach other participants with unsolicited sales pitches, or repeatedly post links.

Also, do not pass on information gained from Digital Charities to marketers or salespeople without consent.

# Harassment

Harassment includes:

- Offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, age, race, or religion.
- Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment.
- Deliberate misgendering or use of "dead" or rejected names.
- Gratuitous or off-topic sexual images or behaviour in spaces where they're not appropriate.
- Physical contact and simulated physical contact (eg, textual descriptions like "*hug*" or "*backrub*") without consent or after a request to stop.
- Threats of violence.
- Incitement of violence towards any individual, including encouraging a person to commit suicide or to engage in self-harm.
- Deliberate intimidation.
- Stalking or following.
- Harassing photography or recording, including logging online activity for harassment purposes.
- Sustained disruption of discussion.
- Unwelcome sexual attention.
- Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others.
- Continued one-on-one communication after requests to cease.
- Deliberate "outing" of any aspect of a person's identity without their consent except as necessary to protect vulnerable people from intentional abuse.
- Publication of non-harassing private communication.

The chairs will not act on complaints regarding:

- Reasonable communication of boundaries, such as "leave me alone," "go away," or "I'm not discussing this with you."
- Communicating in a tone you don't find congenial.
- Criticising racist, sexist or otherwise oppressive behavior or assumptions.

## Reporting

If you are being harassed by a member of the Digital Charities Slack group, notice that someone else is being harassed, or have any other concerns, please contact one of the chairs (see below) through a direct Slack message. If the person who is

harassing you is one of the chairs, they will excuse themselves from handling your incident. We will respond as promptly as we can.

We reserve the right to reject any report we believe to have been made in bad faith or intended to silence legitimate criticism.

We will respect confidentiality requests for the purpose of protecting victims of abuse. At our discretion, we may publicly name a person about whom we've received harassment complaints, or privately warn third parties about them, if we believe that doing so will increase the safety of the Digital Charities Slack group members or the general public. We will not name harassment victims without their affirmative consent.

## Consequences

Participants asked to stop any behavior violating this code of conduct are expected to comply immediately.

If a participant engages in any such behavior, the chairs may take any action they deem appropriate, up to and including expulsion from the Digital Charities Slack group. In some cases, the participant may also be identified as a harasser to other Digital Charities Slack group members or the general public.

## Chairs

The chairs are:

- Julius Honnor
- Neil Gunn
- Gemma Hampson

## Attribution

This code of conduct is based on [the one used by the Content + UX Slack team](#), which in turn is based on the [example policy from the Geek Feminism wiki](#).