Code of Conduct for ENAR online GA statutory session

Participation rules

By participating in this online GA statutory meeting, you agree to abide by [ENAR's Code of Conduct](). Violators of these policies will be removed and banned from the meeting, and may face further sanctions.

You can report violations of the ENAR code of conduct or online security rules by contacting safety person via private chat during the meeting or by phone: Juliana Walhgren (+32 489 677 803).

We will remove offenders from the meeting as quickly as possible, as well as any offending content, and take further action in confidentiality, as outlined in ENAR's code of conduct.

What represents a violation of the Code of Conduct?
ENAR prohibits harassment, including sexual harassment, of any kind. Harassment is any verbal, nonverbal, or physical conduct designed to threaten, intimidate, silence, or coerce. Harassment includes but is not limited to:
- Offensive or unwelcome comments, including epithets, slurs, negative stereotyping, and discriminatory remarks disguised as humor, based on race, ethnicity, religion, gender identity and expression, sexual orientation, age, disability, or physical appearance;
- Distribution, display, or discussion of written or graphic material that ridicules, insults, or shows hostility or disrespect toward an individual or group because of race, ethnicity, religion, gender identity and expression, sexual orientation, age, disability, or physical appearance;
- Deliberate "outing" of any aspect of a person's identity without their consent;
- Deliberate misgendering or use of rejected names;
- Intimidation or silencing, including sustained and deliberate disruption of discussion;
- Threats of violence or incitement of violence, including encouraging a person to commit suicide or to engage in self-harm;
- Stalking or following, including repeated one-on-one communication despite requests to cease, unwanted photography or recording, and tracking and logging online activity without consent;
- Failure to safeguard confidential or privately shared information, including publication of private communication without consent;
- Unwelcome sexual attention, including innuendoes, suggestive comments, jokes of a sexual nature, sexual propositions, lewd remarks and obscene gestures, and requests for sexual favors (including repeated and unwelcome requests for dates);
- Distribution, display, or discussion of any sexually suggestive written or graphic material, including emails, photos, text messages, and tweets, that is gratuitous, off- topic, or shows hostility or disrespect toward an individual or group.

While virtual spaces can bring us together in incredible ways, they can also create distance and the illusion of non-accountability. Let's be good to one other as we embark on this experiment together.

We therefore ask that, as you participate in this meeting, you keep in mind the ethical responsibilities that we share toward each other as partners in dialogue and conversation. We expect all participants to maintain respectful and professional relationships with one another. We intend this meeting to be a respectful online space and ask participants to be guided by the following:
- Be respectful
- Listen actively
- Be respectful of others' view even when you disagree
- Be aware of language diversity
- Respect privacy of participants
- Ask for consent for photography, audio-visual recordings or quotes

Security rules

We are using Zoom for this GA statutory meeting, and we are taking steps to balance accessibility with safety and security. As many of us know all too well, real-world vulnerabilities produced by structural racism, misogyny, and other forms of oppression can become even more pronounced online. We are doing what we can to detect and mitigate potential security threats. For instance, we will:

- Require a password for entry into the Zoom meeting.
- Ask participants not to share the link to the meeting in a public online space as anyone who has the link can potentially try to join the meeting.
- Ask participants to identify themselves clearly by writing their full name and organisation in the chat box and to introduce themselves verbally, preferably with video (later you can turn the camera off if you wish) when they join the meeting.
- If we see suspicious participants joining, we will remove those participants
- "Screensharing" and "file transfer" functions will be disabled for participants to prevent digital virus sharing and any unsolicited content
- Mute all participants during discussion sessions except in the break-out rooms at the start of the meeting
- Monitor the meeting discussions in the chatbox and orally for unwanted and offensive content.

We realise these restrictions will hamper interactivity. But the increase in coordinated Zoombombing has made us wary, and we are consciously taking steps to protect our meeting community from harassment.

Anyone who ENAR staff and Board identify as violating the Code of Conduct including the security rules will be removed from the meeting by the host.

In each of these cases, you have the option of providing your contact information if you would like to be available for further follow-up, or to be kept informed of any actions that have been taken.

We understand that talking about an incident that you experience or witness can be upsetting. We will make every effort to respond with sensitivity and respect, and we encourage you to share the information in any way that makes you feel comfortable, including bringing someone along to support you when you contact us. You will not be asked to confront others or engage in the response process for a violation of the Code of Conduct.

Acknowledgement: This document has drawn inspiration from Distribute 2020 and Access Now codes of conduct.