

## **Regional Humanities Networks Event and Online Code of Conduct**

*All persons who join or participate in Regional Humanities Networks activities, regardless of platform or program must follow our Code of Conduct below:*

### **1. Purpose**

A primary goal of RHN, is to be inclusive. As such, we are committed to providing welcoming environment for everyone, regardless of race, ethnicity, culture, national origin, color, immigration status, social and economic class, educational level, sex, sexual orientation, gender identity and expression, age, size, family status, political belief, religion, and mental and physical ability (or lack thereof)

- This Code of Conduct isn't an exhaustive list of things you can't do. Rather, take it with the spirit in which it's intended - a guide to make it easier to enrich all of us and the communities in which we participate.
- This code of conduct outlines our expectations for all those who participate in our virtual or in-person activities
- We invite all those who participate in RHN activities to help us create safe and positive experiences for everyone.

### **2. Applicability and Scope**

This code of conduct is inclusive of RHN online community spaces, including public channels, private channels, threads, direct messages, voice rooms, comment sections, and live events, both online and off. Anyone who violates this code of conduct may be expelled from these spaces at the discretion of Maryland Humanities.

### **3. Creating a Welcoming and Inclusive Culture**

- Communities mirror the societies in which they exist and inclusivity is essential to counteract the many forms of inequality and abuses of power that exist in our society.
- If you see someone who is making an extra effort to ensure our community is welcoming and encourages all participants to contribute to the fullest extent, please recognize their efforts.

### **4. Expected Behavior**

The following behaviors are expected and requested of all RHN participants:

**Be friendly and patient.**

**Be welcoming.** We strive to be a community that welcomes and supports people of all backgrounds and identities. This includes, but is not limited to members of any race, ethnicity, culture, national origin, color, immigration status, social and economic class, educational level, sex, sexual orientation, gender identity and expression, age, size, family status, political belief, religion, and mental and physical ability

**Be considerate.** Any decision you take can affect users and colleagues, and you should take those consequences into account when making decisions. Remember that we're a state-wide community, so you may be communicating with someone with a very different region.

**Be respectful.** Not all of us will agree all the time, but disagreement is no excuse for poor behavior. We might all experience some frustration now and then, but we cannot allow that frustration to turn into a personal attack. It's important to remember that a community where people feel uncomfortable or threatened is not a productive one. Participants of the RHN community should be respectful when dealing with other participants.

**Be careful in the words that you choose.** We are a community of diverse human beings. Be intentional. Do not insult or put down other participants. Harassment and other exclusionary behavior aren't acceptable. This includes, but is not limited to:

- Violent threats or language directed against another person
- Discriminatory jokes and language.
- Posting sexually explicit or violent material.
- Posting (or threatening to post) other people's personally identifying information ("doxing").
- Personal insults, especially those using racist, sexist, transphobic, xenophobic, fat-phobic or homophobic terms.
- Advocating for, or encouraging, any of the above behavior.
- Repeated harassment of others. In general, if someone asks you to stop, then stop.

**Maryland Humanities reserves the right to delete self-promotional, commercial, or potentially harmful posts.**

**Be aware of potentially activating (sometimes called “triggering”) content or resources** and give users agency in choosing whether to view or engage with potentially

sensitive content. For example, use content warning labels to precede potentially sensitive content with a *[content warning]* label in the main thread, then share the content in a reply thread. Avoid behaviors that automatically expose potentially activating content to all users. For more on the use of content warnings

**When we disagree, try to understand why.** Disagreements, both social and technical, happen all the time and the RHN community is no exception. It is important that we resolve disagreements and differing views constructively. Remember that we're different. Our collective strength comes from its varied community, people from a wide range of backgrounds. Different people have different perspectives on issues. Being unable to understand why someone holds a viewpoint doesn't mean that they're wrong. Don't forget that it is human to err and blaming each other doesn't get us anywhere. Instead, focus on helping to resolve issues and learning from mistakes.

#### **5. Consequences of Unacceptable Behavior not being intentional**

Unacceptable behavior from any participant, including RHN community contributors, sponsors, and co-creators, and those with decision-making authority, will not be tolerated.

- Anyone asked to stop unacceptable behavior is expected to comply immediately.
- If a community participant engages in unacceptable behavior, we may take any action deemed appropriate, up to and including a temporary ban or permanent expulsion from the RHN community without warning.

#### **6. Addressing Issues**

Process for reporting a group setting issue:

- Participants shall, in a timely fashion, report the matter to the Maryland Humanities staff by emailing [rforloney@mdhumanities.org](mailto:rforloney@mdhumanities.org)
- Maryland Humanities staff will review the matter and any related information provided.
- Maryland Humanities staff will decide on resolve (ie. removing the party in question from the group)

7. If you are subject to or witness unacceptable behavior, or have any other concerns, please notify us as soon as possible by emailing [rforloney@mdhumanities.org](mailto:rforloney@mdhumanities.org)