



Expected Behavior.

Appropriate and expected behavior contributes to the health, safety, and longevity of the PDNJ community. Participants in PDNJ community spaces are expected and encouraged to:

- a. participate in an authentic and empathetic way,
- b. represent PDNJ in a positive, professional way,
- c. use welcoming and inclusive language,
- d. exercise consideration and respect in speech and actions,
- e. refrain from demeaning, discriminatory, or harassing behavior and speech,
- f. be mindful of their surroundings and of other participants,
- g. consider what is best for the community,
- h. alert community moderators when there is a dangerous situation, someone in distress, or an unresolved violation of this code of conduct,
- i. refrain from doing something one would not do in professional situations,
- j. remember that community event venues may be shared with members of the public and to be respectful to all patrons of these locations,
- k. keep an open and curious mind without making assumptions about others, l. attempt collaboration before conflict, and
- m. gracefully accept well-communicated constructive criticism.

Inappropriate Behavior.

PDNJ does not tolerate the harassment or inappropriate behavior of participants in any of its community spaces. Participants in PDNJ community spaces may not engage in any of the following behaviors:

- a. using discriminatory language and actions that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, age, race, religion (or lack thereof), or other identity markers,
- b. excessive trolling or sustained, uninvited disruption,
- c. sharing violent or personally objectifying material,
- d. sharing gratuitous or off-topic sexual images or engaging in such behavior in spaces where they are not appropriate,
- e. unwelcome sexual attention,
- f. using violent language or threatening violence,
- g. inciting violence towards any individual, including encouraging a person to commit suicide or to engage in self-harm,
- h. making unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment,
- i. deliberately misgender or use "dead" or rejected names,
- j. a pattern of inappropriate social contact, such as requesting/assuming unprofessional levels of intimacy with others,
- k. continuing one-on-one communication after requests to cease,
- l. deliberately "out" of any aspect of a person's identity without their consent,
- m. threatening to post or posting other people's personally identifiable information without consent.
- n. publishing non-harassing private communication without consent,
- o. blogging, tweeting, or otherwise communicating with intent to harm someone's reputation (i.e. "making an example" of a community participant),
- p. intimidation, stalking, or following,
- q. unwanted photography or recording, including logging online activity for harassment purposes,
- r. earnestly advocating for sedition, treason, or rebellion against the United States,
- s. other conduct which could reasonably be considered inappropriate in a professional setting.