

# DFA Code of Conduct

*Effective Date: This policy is effective and was last updated on January 22, 2021.*

## Core Values

Design for America (DFA) is dedicated to creating a welcoming and inclusive culture centered around a shared mission of design for social impact. Our atmosphere requires an open exchange of ideas balanced by thoughtful guidelines. It would be impossible to list everything needed to create a more welcoming space, but we encourage you to embrace these principles for guidance:

- Take a human-centered and community-centered mindset
- Respect others
- Promote accessibility, equity, and an open exchange of ideas
- Be humble; practice empathy and humility
- Be an active listener and participant
- Respect each other's time

## Unacceptable Behavior

We ask all participants to honor all DFA spaces as safe, supportive environments of inclusiveness. DFA has a zero-tolerance policy and will not tolerate any harassing or abusive behavior towards any participants. Harassment includes:

- Offensive comments or actions related to or based on personal characteristics such as gender, gender identity, and gender expression; age; sexual orientation; disability; physical appearance; body size; race; nationality; religion; political affiliation
- sexual images in public spaces,
- deliberate intimidation,
- stalking, following,
- sustained disruption of talks, presentations or other events and activities

- inappropriate physical contact, and
- unwelcome sexual attention.
- Inappropriate photography or recording (sexual or violent in nature)

This list does not cover every case. Each person you interact with is unique, and as a result can define a line of unacceptable behavior that's unique to them. Ensuring that your behavior does not have a negative impact is your responsibility.

## Reporting and Consequences

We take our code of conduct very seriously. If you are being harassed at a DFA event or on a DFA platform, or notice that someone else is being harassed, or have any other concerns, please contact DFA via email at [support@designforamerica.com](mailto:support@designforamerica.com).

Participants asked to stop any inappropriate or harassing behavior must comply immediately. DFA may take any action they deem appropriate, including warning the offender and up to and including expulsion from the event or platform and identifying the participant publicly as someone about whom we've received complaints.

DFA 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. We will not name harassment victims without their affirmative consent.

## Credits and License

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This code of conduct is based on Annalee Flower Horne's [Sample Slack Code of Conduct](#), which is in turn based on Geek Feminism's [Community Anti-Harassment Policy](#). We are greatly appreciative to have learned from others and encourage you to do so. Thank you to these sites for helping us build this Code of Conduct:

- [TTS Code of Conduct](#)
- [Code for America Code of Conduct](#)

- [Ada Initiative: HOWTO design a code of conduct for your community](#)
- [Geek Feminism Code of Conduct](#)
- [Bridge Foundry Code of Conduct](#) used for RailsBridge, and other related workshops and open source projects
- [Open Hatch Project Codes of Conduct](#)
- [Yes and Yes Yes Code of Conduct](#)
- [Ada Initiative: HOWTO design a code of conduct for your community](#)
- [PyLadies Code of Conduct](#)
- [Hacker School User's Manual: The Environment](#)
- [Geek Feminism Code of Conduct](#)
- [Geek Feminism Wiki: Codes of Conduct Evaluations](#)
- [Python Code of Conduct](#)
- [COVID 19 Design Challenge](#)

## **Thank You**

Thank you for helping make DFA events and DFA platforms welcoming, friendly spaces for all. Thank you for doing your part to keep DFA events, programs and platforms free from abuse and accessible to those who share our mission of design for social good.