uniform

Uniform Community Code of Conduct

Uniform is committed to providing a safe, inclusive and welcoming environment for all events and other Uniform activities attendees regardless of gender, sexual orientation, ability, ethnicity, socioeconomic status and religion (or lack thereof).

Whether you are attending a Uniform hosted event online or in-person, taking part in discussions in our community spaces such as the Uniform Community Discord, or communicating one-on-one with other community members, you agree to abide by the following rules.

Expected behavior

- Treat each other with respect and consideration in your speech and actions.
- Use welcoming and inclusive language, using non-gender-specific nouns for addressing groups of people and keeping in mind that you can always ask someone how they would like to be addressed (preferred name or pronouns).
- Participate in an authentic and positive way. In doing so, you contribute to the longevity of this community.
- Attempt resolving conflicts with collaboration first.
- Refrain from demeaning, discriminatory, or harrasing behavior and speech.
- Be mindful of your surroundings and of your fellow community members. Alert community moderators if you notice a dangerous situation, or any other violations of the code of conduct.

Unacceptable behavior

- Violence, physical or verbal language.
- Discriminatory or derogatory jokes and insults or slurs relating to gender identity and expression, sexuality, disability, physical appearance, socioeconomic status, educational background and level of experience, ethnicity, nationality, age, lifestyle choices, and religious affiliation.
- Disrespecting people's stated pronouns and gender identity, or current name.
- Posting sexually explicit or violent material.
- Posting, or threatening to post, of any aspect of a person's identity or communication history without their consent.
- Excessive and/or sustained, uninvited disruption, communication or harassment — either in public channels/social platforms or private conversations.
- Advocating for and encouraging any of the above behaviors.

Resolving Code of Conduct Violations

If someone has said or done something that violates this Code of Conduct or makes you feel comfortable or unsafe in any way, here's what should happen next:
- Please reach out to any of our community moderators to share what happened.
- Share with the moderator any identifying information about the person who allegedly violated the code of conduct as well as time and place and details of the alleged violation. Feel free to also let them know if the situation is ongoing, if there are other witnesses and if you would prefer to have your complaint be anonymous or addressed.
- Let us know whether there were additional witnesses or other people involved.
- Let us know whether or not you would prefer to have your complaint be kept anonymous in the situation.

After the incident

Our community moderators take reports of Code of Conduct violations seriously. When reporting the violation, please provide as many details as possible, such as:

Moderators will work with you to evaluate what happened, inform the person(s) in question that a violation was reported, and establish the next steps in resolving the issue.
The Uniform Community moderators may reject any report believed to have been made in bad faith. Reports intended to silence legitimate criticism may be deleted without response.

Our Uniform Community Moderators

You may contact any of our community moderators to report a Code of Conduct violation.

Name	Twitter	Email
Tim Benniks (he/him)	@timbenniks	timb@uniform.dev
Enxhi Hamzallari (She/Her)	@enxhihamzallari	enxhih@uniform.dev

Our community moderators agree to:
- Respond to violations in teams of two or more
- Respond as promptly as possible to reports of violations
- Make an effort to understand both sides of the situation, including talking to affected participants and reading up on the underlying issues, particularly if they don't have similar personal experience(s)
- Excuse themselves or be excused from handling an incident if they are listed as a possible Code of Conduct violator

Enforcement

- Participants asked to stop any inappropriate behavior are expected to do so immediately, even if participants do not agree with or fully acknowledge the behavior being reported.
- Participants violating our Code of Conduct may be penalized or expelled at the discretion of community moderators.
- If a community moderator is not available at a particular event, the event organizer will ask violators to leave, and then report the situation to community moderators for further deliberation.
- There will always be at least one moderator "on-call". If no moderators are able to attend an event, Community moderators and/or event organizers may take action to redress anything designed to, or with the clear impact of, disrupting or making an environment hostile for any participants.

Additional Items

Please bear in mind the following additional guidelines:

- Do not delete posts or comments you've made unless you sincerely made the post in error (like accidentally posting in the wrong group, for example) and deleting will not interfere with group discussion.
- This Code of Conduct applies to all Uniform Community spaces and events, but if you are being or have been harassed by a community participant externally, you may still report to the community moderators. We will take all good-faith reports of harassment by community participants seriously. Our moderators reserve the right to exclude people from the community and/or our events based on past and/or external behavior towards community participants or non-participants.
- We will not name harassment victims without their consent. 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 community or the general public.

Code of Conduct Feedback

Feedback is always appreciated! If you have any feedback or suggestions on how to improve the Uniform Code of Conduct, please send an email to enxhih@uniform.dev.
Our Code of Conduct is a living document and it will grow with our community to ensure we are providing a safe, inclusive, welcoming, and harassment-free space and experience for all community participants.