

Laboratory

Studio

Code of Conduct

Code of Conduct 1.1

Abbreviated version

Laboratory Studio is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, age, race, or religion. We do not tolerate harassment of participants in any form.

This code of conduct applies to all *Laboratory Studio* spaces and programmes, including [Reset.xyz, social media and *Laboratory Studio*], both online and off. Anyone who violates this code of conduct may be sanctioned or expelled from these spaces at

the discretion of *Laboratory Studio* team.

Some *Laboratory Studio* ventures may have additional rules in place, which will be made clearly available to participants. Participants are responsible for knowing and abiding by these rules.

Code of Conduct 1.2

Longer version

Laboratory Studio is dedicated to providing a harassment-free experience for everyone. We do not tolerate harassment of participants in any form.

This code of conduct applies to all *Laboratory Studio* spaces and programmes, including [Reset.xyz, social media and *Laboratory Studio*], both online and off. Anyone who violates this code of conduct may be sanctioned or expelled from these spaces at the discretion of *Laboratory Studio* team

Some *Laboratory Studio* spaces may have additional rules in place, which will be made

clearly available to participants. Participants are responsible for knowing and abiding by these rules.

Harassment includes:

- Offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, age, race, or religion.
- Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment.
- Deliberate misgendering or use of 'dead' or

Code of Conduct 1.3

rejected names.

- Gratuitous or off-topic sexual images or behaviour in spaces where they're not appropriate.
- Physical contact and simulated physical contact (eg, textual descriptions like “*hug*” or “*backrub*”) without consent or after a request to stop.
- Threats of violence.
- Incitement of violence towards any individual, including encouraging a person to commit suicide or to engage in self-harm.
- Deliberate intimidation.
- Stalking or following.
- Harassing photography or recording, including logging online activity for

harassment purposes.

- Sustained disruption of discussion.
- Unwelcome sexual attention.
- Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others
- Continued one-on-one communication after requests to cease.
- Deliberate “outing” of any aspect of a person’s identity without their consent except as necessary to protect vulnerable people from intentional abuse.
- Publication of non-harassing private communication.

Laboratory Studio prioritizes marginalized

Code of Conduct 1.4

people's safety over privileged people's comfort. Laboratory Studio team reserves the right not to act on complaints regarding:

- 'Reverse' -isms, including 'reverse racism,' 'reverse sexism,' and 'cisphobia'
- Reasonable communication of boundaries, such as "leave me alone," "go away," or "I'm not discussing this with you."
- Communicating in a 'tone' you don't find congenial
- Criticizing racist, sexist, cissexist, or otherwise oppressive behavior or assumptions

Reporting

If you are being harassed by a member of *Laboratory Studio* team, notice that someone else is being harassed, or have any other concerns, please contact the *Laboratory Studio* management at info@thelaboratory.studio. If the person who is harassing you is on the team, they will recuse themselves from handling your incident. We will respond as promptly as we can.

This code of conduct applies to *Laboratory Studio* spaces, but if you are being harassed by a member of *Laboratory Studio* outside our spaces, we still want to know about it. We

Code of Conduct 1.5

will take all good-faith reports of harassment by *Laboratory Studio* members, especially *Laboratory Studio* management team, seriously. This includes harassment outside our spaces and harassment that took place at any point in time. The abuse team reserves the right to exclude people from *Laboratory Studio* based on their past behavior, including behavior outside *Laboratory Studio* spaces and behavior towards people who are not in *Laboratory Studio*.

In order to protect volunteers from abuse and burnout, we reserve the right to reject any report we believe to have been made in bad faith. Reports intended to silence legitimate

criticism may be deleted without response. We 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, if we believe that doing so will increase the safety of *Laboratory Studio* members or the general public. We will not name harassment victims without their affirmative consent.

Consequences

Participants asked to stop any harassing behavior are expected to comply immediately. If a participant engages in harassing behavior,

Code of Conduct 1.6

Laboratory Studio team may take any action they deem appropriate, up to and including expulsion from all *Laboratory Studio* spaces and identification of the participant as a harasser to other *Laboratory Studio* members or the general public.

Feedback

This Code of Conduct is a living document. If you think anything is missing, or could be made clearer, please contact info@thelaboratory.studio

Thank you

This Code of Conduct builds on resources and guidance provided by Geek Feminism, CSSConf and JSConf, the Conference Code of Conduct, and the XOXO Community Code of Conduct.

Thank

You