

THATCamp MSU Code of Conduct

Why a Code of Conduct?

At DH@MSU THATCamp we want everyone to feel welcome, included, and safe throughout the event. This Code of Conduct sets expectations for all participants, provides steps to report violations of the Code, and lists possible consequences for would-be-violators. **The DH@MSU community does not tolerate harassment and discrimination in any form.**

How to Be:

In addition to abiding by the University agreements for behavior (https://hr.msu.edu/policies-procedures/university-wide/ADP_policy.html; https://hr.msu.edu/policies-procedures/university-wide/RVSM_policy.html), DH@MSU sets a tone of encouragement for mutual respect and growth. In this spirit, participation in THATCamp is grounded in the following Community Agreements:

- We encourage discussions that focus on the work, not the person.
- We practice active listening and engagement.
- We assume good intentions, but own negative effects.
- We give credit where credit is due.
- We value transparency.
- We support one another's work and welcome support for our own.
- We value fair and transparent labor relationships, and we work actively to counter exploitation.

Behaviors NOT tolerated:

Discrimination and harassment includes, but is not limited to:

- Comments or actions that minimize a person's experiences, identity, or safety.
- Deliberate misgendering or use of "dead" or rejected names.
- Deliberate "outing" of any person's experiences or identity without their consent.
- Sustained disruption during sessions or other events or gatherings.
- Physical contact without consent or after a request to stop.
- Unwelcome sexual attention.
- Deliberate intimidation or stalking of any kind – in person or online.
- Collection (including unwanted selfies) or distribution of harassing photography or recordings without explicit consent.
- Threats or acts of violence.
- Advocating for, or encouraging, any of the above behavior.

Discrimination/harassment is not:

- Feeling persecuted for your social privilege.
- “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”.
- Refusal to explain or debate social justice issues when the person being asked is put in a defensive position based on their experience, personal identity, or safety.
- Communication in a ‘tone’ you don’t find congenial.
- Discussion of sensitive topics.
- Criticizing racist, sexist, cissexist, or otherwise oppressive behavior or assumptions.

How do I report a violation of the code of conduct?*

- If you have been involved or witnessed an incident during THATCamp that you believe violates this Code of Conduct, you can report it in three ways:
 - email dh@msu.edu
 - During the event: you will get a response within 2 hours
 - Before or after the event: you will get a response within 48 hours
 - Slack: Direct message Kristen Mapes (@kmapes)
 - During the event: you will get a response within 30 minutes
 - Before or after the event: you will get a response within 48 hours

The THATCamp planning committee will expeditiously and confidentially examine all incidents reported before, during, and after THATCamp. We reserve the right to take actions we deem necessary at any time to remedy disruptive behavior that renders the conference experience unsafe for participants. Anyone found to be in violation of this Code of Conduct may be subject to sanctions, including without limitation:

- Require immediate compliance with the decision of the THATCamp planning committee
- Immediate cessation of harassing or disruptive behavior
- Removal or declining to post a presenter’s talk online (if violation occurred during a presentation)
- Immediate removal from THATCamp
- Immediate removal from the DH@MSU Slack community
- Temporary or permanent ban from any future THATCamp participation, attendance, reviewing, and/or planning

*Since many Planning Committee members are mandatory reporters under [Clery Act](#) and [Title IX](#), we may be required to follow the policies of Michigan State University for documenting and reporting instances of harassment that occur at Michigan State University.

This code of conduct is a living document, updated on 6/9/2020, and is subject to change.

This Code of Conduct was inspired by and references codes of conduct drafted by [Museum Computer Network](#), [The Digital Library Federation](#), [Digital Frontiers](#), and the [University of Kansas Institute for Digital Research in the Humanities](#).