

# THATCamp MSU Code of Conduct

*2021 Revision*

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.**

Due to the free flowing and impromptu nature of the unconference (the style of event that THATCamp falls into), we expect that all participants will bring an extra level of empathy and patience to the day. Presentations are generally given without much preparation, and discussion is central to the day, meaning that we all are more likely to make mistakes. We encourage discussion and constructive feedback to and from all participants that will foster a more inclusive and open event.

## How to Be

In addition to abiding by the University agreements for behavior ([Anti-Discrimination Policy](#)) and [RVSM Policy](#)), 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 require that discussions 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.
- Unwelcome sexual attention.
- Deliberate intimidation or stalking of any kind – in person or online.
- Distribution of harassing photography or recordings without explicit consent (including screen capture of Zoom meetings).
- Threats or acts of violence.

- Advocating for, or encouraging, any of the above behavior.

## Discrimination/harassment is not:

- Feeling singled out or 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 of 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 in or witnessed an incident during THATCamp that you believe violates this Code of Conduct, you can report it in three ways:
  - **Direct Message in Zoom**
    - Several members of the Planning Committee will be identified as point people for reporting. Messaging any of them during THATCamp to receive a near-immediate response.
  - **Email [dh@msu.edu](mailto: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
- Immediate removal from THATCamp
- Immediate removal from the DH@MSU Slack community
- Temporary or permanent ban from any future THATCamp attendance 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. If a violation of the Code of Conduct occurs that warrants notification of the police, the Planning Committee reserves the right to undertake that notification.

This code of conduct is a living document, updated on June 17, 2021, 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](#).**