

# SPRITE+ Community Code of Conduct

## 1. Purpose

The SPRITE+ community brings together people involved in research, practice and policy with a focus on digital contexts. Membership of SPRITE+ is broad and includes a diverse network of those involved in exploring the future of security, privacy, identity and trust, including academic researchers, industry, government, law enforcement and civil society organisations. SPRITE+ is committed to providing a safe, secure and welcoming environment for its Members, regardless of gender, sexual orientation, ethnicity, religion, career stage, or any other defining characteristic.

This code applies to:

- All areas of SPRITEHub, including mailing lists, individual profiles and any forums created for communication.
- Any SPRITE+ events and activities in virtual or physical spaces. As well as applying to any events and activities directly organised by SPRITE+, it is expected that any events and activities associated with SPRITE+ funded projects will also apply this Code of Conduct.

Please adhere to our ground rules. The Code sets out expected standards of behaviour, it isn't an exhaustive list of things that Members shouldn't do but a guide to make it easier for all Members to participate and have a positive experience.

## 2. Expected behaviour

The following behaviours are expected and requested of all SPRITEHub Members:

- Use welcoming and inclusive language
- Be considerate of others and respectful of differing experiences and points of view
- Adopt a constructive approach to disagreements
- Refrain from demeaning, discriminatory, or harassing behaviour and speech



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### 3. Unacceptable behaviour

The following behaviours are considered unacceptable, warranting an immediate suspension from SPRITE+:

- Violence, threats of violence or violent language directed against another person
- Sexist, racist, homophobic, transphobic, or otherwise discriminatory jokes and language
- Personal insults, particularly those related to gender, sexual orientation, race, religion, or disability
- Publishing or displaying sexually explicit or violent material
- Publishing or threatening to publish other people's personally identifying information, without explicit permission
- Inappropriate photography or recording
- Other conduct which could reasonably be considered inappropriate in a professional setting

### 4. Reporting unacceptable behaviour

If you believe someone has violated the Code of Conduct, we ask that you report it by emailing [spriteplus@manchester.ac.uk](mailto:spriteplus@manchester.ac.uk). Alternatively, or additionally, for incidents needing a response during an event, please bring to the attention of the event lead, or any attending member of the SPRITE+ team. If you are unsure whether the incident is a violation of the Code of Conduct, we encourage you to report it. All reports will be kept confidential.

In your report please include:

- Your contact information
- Names of the individuals involved in the incident
- Details of when and where the incident occurred – please be as specific as possible
- Your account of what occurred - please provide any links to content / screenshots related to the incident
- Another information you believe is relevant

The SPRITE+ team will acknowledge receipt of your email and refer it to the Management Team who will review the incident to determine the most appropriate course of action. A written response will generally be provided within one week detailing what action (if any) is to be taken.



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## 5. Consequences of unacceptable behaviour

Unacceptable behaviour from any Member will not be tolerated. Anyone engaging in the behaviours listed in (4) above will be suspended from SPRITE+ pending review by the SPRITE+ Management Team. The SPRITE+ Management Team may take any action they deem appropriate, up to and including temporary or permanent exclusion from the community without warning.

## 6. Addressing Grievances

If you believe you have been falsely or unfairly accused of violating this code of conduct, please notify [spriteplus@manchester.ac.uk](mailto:spriteplus@manchester.ac.uk) with a concise description of your grievance. The SPRITE+ team will acknowledge receipt of your email and refer it to the Management Team, who will review the incident to determine the most appropriate course of action. A written response will generally be provided within one week detailing what action (if any) is to be taken.

## 7. Attribution

Portions of text derived from the [Citizen Code of Conduct](#) and the [Django Code of Conduct](#).



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