

# RIPE Code of Conduct

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## 1. Introduction

Since 1989, the RIPE community's strength has come from its breadth of experience, diversity of views, and open, respectful exchange of ideas. These are values that we want all RIPE community members to uphold. Therefore, everyone who participates in our community must adhere to the RIPE Code of Conduct (CoC).

At RIPE 80, the RIPE Chair proposed integrating the separate meeting and mailing list codes of conduct into a single document. This document is the result. It will be accompanied by other documents that describe the team responsible for implementing it and the processes that will be used.

This document includes several lists of examples. These lists are non-exhaustive and provided to illustrate. They do not and cannot document all possibilities. The RIPE community expects all participants to use good sense and not to view guidelines for human behaviour in the same way as technical documentation.

## 2. Rationale

Our goals in having this Code of Conduct are:

- **To help everyone feel safe and included.** Many people will be new to our community. Some may have had negative experiences in other communities. We want to set a clear expectation that harassment and related behaviours are not tolerated here. If people do have an unpleasant experience, they will know that this is neither the norm nor acceptable to us as a community.
- **To make everyone aware of expected behaviour.** We are a diverse community; a CoC sets clear expectations in terms of how people should behave.

## 3. Call to Action

We need to be aware of the impact of our behaviour on others. When a person discovers they have made a mistake, they should acknowledge this and apologise. If they are unable to do this, the Trusted Contacts or future CoC Team can help.

If you see behaviour that breaches the CoC, you can ask that person to stop or change what they are doing. If you are not comfortable doing so, or if this does not work, please make a report to the Trusted Contacts or future CoC Team.

## 4. Scope

### Where this CoC Applies

This CoC is for all participation in RIPE. This means all in-person events, including social activities organised alongside those events. It also means any Internet-mediated participation, including mailing lists, real-time video or chat functionality, and communication technologies to be deployed in the future.

The RIPE NCC will ensure that the RIPE CoC is applied to all events it organises, unless there is an alternative that is more suitable.

### People and Organisations Bound and Protected by the Code

This CoC applies to all people participating within the RIPE community, both on-site at physical events and over the Internet. It includes everyone supporting the community, even if they do not actively participate.

### CoC and Law

This CoC only refers to ethical behaviour for the purposes of RIPE activities. It is not meant to define legal or illegal activities, which are covered by the relevant laws.

## 5. Behaviour

RIPE participants should be open, considerate, and respectful. This helps us to understand each other so that we can discuss issues and reach consensus. Behaviours that reinforce these values help to keep RIPE a positive environment to work and interact in. Here are some examples of positive behaviours (this is a non-exhaustive list):

- Accepting differing viewpoints and experiences
- Acknowledging the time and effort that community members have contributed
- Being considerate and showing empathy towards others, especially when disagreeing or raising issues
- Being open to collaboration and working with others
- Focusing on what is best for the community, respecting the community's processes and working within them
- Giving/receiving feedback or suggestions in a positive way.
- Using welcoming and inclusive language

Behaviours that undermine our values are unacceptable and will not be tolerated. Below are some examples. It is important to be clear that this is a non-exhaustive list. Just because something is not included here, does not mean it is acceptable or is not a violation of the CoC.

**Identity discrimination.** Any behaviour, actions, or presentation content displaying discrimination based on (this is a non-exhaustive list):

- Age
- Culture
- Degree of mental or physical ability or disability
- Education or technical expertise
- Experience in the community
- Family status
- Gender expression
- National origin or immigration status
- Physical appearance
- Race or ethnicity
- Religion
- Sexual orientation
- Social or economic class

**Aggressive behaviour or intimidation.** Any actions that are physically aggressive or used to intimidate others (some examples include):

- Following someone
- Inappropriate physical contact or proximity

**Aggressive communication** (some examples include):

- Calling people offensive names
- Deliberately outing private details about someone without their consent
- Inappropriate/unwanted sexual attention
- Insulting someone
- Making threats
- Posting sexually explicit or violent material
- Pushing someone to drink or take drugs
- Repeatedly interrupting someone's presentation

**Inebriation and intoxication.** Some events may provide alcoholic drinks. We expect people to drink responsibly. Alcohol use or other intoxication is never accepted as an excuse for CoC violations.

## 6. Discretion to Reject Reports

This Code of Conduct is not a tool to attack others. It allows the community to apply good sense and does not provide for clever interpretations or loopholes. Reports that are not made in good faith will therefore be rejected at the discretion of the Trusted Contacts or future Code of Conduct Team. Some examples include (this is a non-exhaustive list):

- Counter-reports that someone's reaction to a CoC violation is also a CoC violation (e.g. being insulting to someone who is harassing others)
- Reports based on 'reverse -isms', such as 'reverse racism,' 'reverse sexism,' and 'cisphobia'.
- Reporting someone for their refusal to debate or provide evidence
- Reports that criticise discriminatory or otherwise oppressive behaviour or assumptions.
- Reports that someone is communicating in a tone you do not like

## 7. Reporting Procedures and CoC Team Covered in Separate Documents

How to report violations of this Code of Conduct and related procedural information will be covered in separate RIPE Documents.