

IEEE Pride in Photonics: LGBTQ+ & Allies Initiative

Code of Conduct

This Code of Conduct outlines our expectations for all those who participate in Pride in Photonics activities to help us create safe and positive experiences for everyone.

- The organizers encourage all participants to recognize and reflect on the relationship between their actions and the effects they may have.
- Be respectful, considerate, and supportive of all community members.
- Avoid micro-aggressions, i.e. small, subtle, often subconscious actions that marginalize people or minimize their experiences. Take care not to make assumptions, e.g. make sure to use correct pronouns.
- Demeaning, discriminatory, or harassing behavior, materials and/or speech will not be tolerated. This applies to any form of discrimination, including, but not limited to gender, age, race, orientation, gender identity, gender expression, place of origin, physical appearance, etc.
- Attempt collaboration before conflict and be open to being corrected.
- Do not share any content without the explicit permission of the content creator.
- Participation of people from marginalized groups will be prioritized in spaces pertaining to Change Champions or Pride in Photonics.
- All participants are expected to abide by this Code of Conduct in any community space, online and in-person, and in any one-to-one communications with community members.

*Please alert PhotonicsSociety@ieee.org if you observe or experience anything that goes against this Code of Conduct. *The framework of this Code of Conduct was inspired by the Open Source Bridge Code of Conduct, released under a Creative Commons Attribution- ShareAlike license, and the Google Anti-Harassment Policy, licensed under the Creative Commons Zero License.*