

CODE of CONDUCT

NORDIC
COMPUTATIONAL
BIOLOGY

1. OUR GOAL

Nordic Computational Biology is dedicated to providing a harassment-free and inclusive experience where everyone feels comfortable to share their views, ideas, and work. Our code of conduct (CoC) is our statement of what we believe in and the way we work. The purpose is to ensure positive and safe experience for all. The following CoC applies to both online and offline events.

2. EXPECTED BEHAVIOUR

1. Use welcoming and gender-inclusive language:
 - o Avoid using "guys", "dude(s)", "ladies and gentlemen", and/or "boy(s) and girl(s)" when addressing a person or a group of people. Instead, use "people", "friends", "folks", "everyone", or "all".
 - o Instead of "male" or "female", use "man" or "woman".
 - o Always use gender-neutral pronoun such as singular *they*, unless a person wants to be referred to as "she" or "he".
2. Be considerate, understanding, and respectful of different views and experiences. Avoid making negative assumptions and judgements about person's lifestyle choices.
3. Refrain from demeaning, condescending, discriminatory, and hate speech.
4. Be mindful of your surroundings and of your colleagues. Contact event organizers or university staff if you notice a dangerous situation or someone in distress.

3. UNACCEPTABLE BEHAVIOUR

Harassment in any form cannot be tolerated. Harassment includes offensive and unnecessary comments related to:

- o gender, gender identity and expression, age, sexual orientation, people's health conditions or impairments including mental health conditions, physical appearance, body size, marital status, pregnancy status, neuro(a)typicality,
- o technology choices, language, accent, race, nationality, ethnicity, religion or lack thereof, or other identity marker,
- o deliberate intimidation, stalking, harassing through photography or recording, sustained disruption, inappropriate physical contact, unwelcome sexual attention, and
- o deliberate "outing" of any aspect of a person's identity without their consent except as necessary to protect vulnerable people from intentional abuse.

4. SCOPE

In addition to our goal, the CoC serves two additional important purposes:

- our priority towards marginalised person's safety.
- Our aim to strengthen efforts, and encourage others to work, towards anti-racism, diversity, inclusion, and equity.

All members and participants, regardless of academic position and role in Nordic Computational Biology and Nordic RSGs, are kindly requested to follow the CoC. It is your responsibility to read the CoC before joining our team and/or participating in our online/offline communications and events. We value your attendance, and we appreciate your support in keeping the community a friendly and safe place for all.

5. ACKNOWLEDGEMENTS & LICENSE

We would like to thank Hadrien Gourelé for sharing the idea of having a CoC. It was initially created for RSG-Sweden, which is a part of Nordic Computational Biology. The CoC is licensed under CC BY 4.0 and CC BY 2.5 SE. It is based on the example policy from the Geek Feminism wiki, and also adapted from the Community Covenant Version 1.0.