**Code of Conduct**

As we are a very diverse group of course participants it is important that we agree on a framework for interacting with each other. Therefore please take a look at the Academy's Code of Conduct. **By continuing on this course you agree to abide by this Code of Conduct on all communications associated with the course's activities**.

**Code of Conduct**

This code of conduct applies to all spaces that are part of the European Schoolnet Academy portal. This includes all our online courses, mailing lists, social media channels, and any third party tools we use to communicate with each other as part of the European Schoolnet Academy activities. In addition, violations of this code outside these spaces may affect a person's ability to participate within them.

*If you believe someone is violating the code of conduct, we ask that you report it by emailing:* *academy@eun.org**.*

**Be friendly, welcoming, and patient**

We strive to be a community that welcomes and supports people of all backgrounds and identities. This includes, but is not limited to members of any race, ethnicity, culture, national origin, colour, immigration status, social and economic class, educational level, sex, sexual orientation, gender identity and expression, age, size, family status, political belief, religion, and mental and physical ability. It is therefore important that when interacting with each other we are aware of this diversity and do not discriminate against each other.

Because of this diversity our understanding of how things work will be different, our cultural and linguistic references will be different, and we will have very different solutions to the problems which we discuss. This is a key strength of the community but requires us to be patient and friendly when interacting with each other. A reference you make might not be clear to someone else and accordingly their response might be less clear to you. This requires patience and openness in trying to understand someone else’s viewpoint.

**Be Constructive**

Critical reflection is a welcome part of our community’s activities but this should always be friendly and constructive. Criticism should always come with concrete suggestions on how things can be improved and should always take into account as much information as is available about the context of the object of criticism. For example, when reviewing someone else’s work on the community make sure to take into account their cultural background and work conditions when offering suggestions on how to improve the work.

**Be considerate**

Your work will be used by other people, and you in turn will depend on the work of others. Any decision you take will affect users and colleagues, and you should take those consequences into account when making decisions. Remember that we're a world-wide community, so you might not be communicating in someone else's primary language.

**Be respectful**

Not all of us will agree all the time, but disagreement is no excuse for poor behavior and poor manners. We might all experience some frustration now and then, but we cannot allow that frustration to turn into a personal attack. It’s important to remember that a community where people feel uncomfortable or threatened is not a productive one. Members of the European Schoolnet Academy community should be respectful when dealing with other members as well as with people outside the Academy’s community.

**Be careful in the words that you choose**

We are a community of professionals, and we conduct ourselves professionally. Be kind to others. Do not insult or put down other participants. Harassment and other exclusionary behavior aren't acceptable. This includes, but is not limited to:

* Violent threats or language directed against another person.
* Discriminatory jokes and language.
* Posting sexually explicit or violent material.
* Posting (or threatening to post) other people's personally identifying information ("doxing").
* Personal insults, especially those using racist or sexist terms.
* Unwelcome sexual attention.
* Advocating for, or encouraging, any of the above behavior.
* Repeated harassment of others. In general, if someone asks you to stop, then stop.

**When we disagree, try to understand why**

Disagreements, both social and technical, happen all the time and the European Schoolnet Academy is no exception. It is important that we resolve disagreements and differing views constructively. Remember that we’re different. The strength of the Academy comes from its varied community, people from a wide range of backgrounds. Different people have different perspectives on issues. Being unable to understand why someone holds a viewpoint doesn’t mean that they’re wrong. Don’t forget that it is human to err and blaming each other doesn’t get us anywhere. Instead, focus on helping to resolve issues and learning from mistakes.