

EMERGING TECHNOLOGY ASSOCIATION

PROGRAM ASSOCIATE CODE OF CONDUCT

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Preliminary Matters.

“Shared Definitions”. The Emerging Technology Association Shared Definitions (the **“Shared Definitions”**), available at <https://www.emergingte.ch/policies> (or such other Internet URL as ETA may determine from time to time), are hereby incorporated herein by this reference and made a part hereof. Any capitalized terms not defined herein shall have the meanings set forth in the Shared Definitions.

As described in the Shared Definitions and elsewhere, ETA operates the Program, whereby it makes Grants to Grant Applicants in support of its Mission.

“CoC”. This “Emerging Technology Association Program Associate Code of Conduct” is the **“CoC”** as defined in the Shared Definitions. Note that the Shared Definitions designate the CoC as one of the **“Policies”**. As described in the Shared Definitions, the CoC provides Program Associate (including Grant Applicant and Grant Recipient) behavioral and ethical obligations with respect to ETA, to each other, to the Program, and to Contributors, and to other Program affiliates.

NOTE – This CoC supplements, but does not replace, the other Policies and also all agreements entered into by and between Program Associates and ETA.

1. Policies. All the Policies (other than the CoC) are hereby incorporated herein by this reference and made a part hereof.
2. CoC Scope.
 - 2.1. All Program Associates agree to be bound by and comply with the CoC, in both its current and any future forms, at all times in all Program venues, online and in person, and in one-on-one communications pertaining to Program affairs. Without limitation, the CoC covers the use of Program infrastructure, including the Website, behavior and obligations at Program-related events, and any other services offered in connection with, by, or on behalf of the Program. The CoC also applies to behavior in the context of the open source communities related to the Program, including but not limited to public GitHub repositories, IRC channels, social media, mailing lists, and public events.
 - 2.2. Certain provisions of the CoC may apply only to Program Associates acting in certain capacities, for example as Grant Applicants. For clarity, any provision of the CoC which has such limited applicability shall so indicate, and the absence of such indication means that such provision applies to all Program Associates generally.
3. Friendly Environment.

- 3.1. ETA is committed to providing a friendly, safe and welcoming environment for all, regardless of sex, disability, race, religion, or age.
- 3.2. Program Associates must respect that people have differences of opinion regarding technical choices, and that every design or implementation choice carries a trade-off and numerous costs. There is seldom a single right answer. A difference of technology preferences is not a license to be personally insulting.
- 3.3. Any spamming, trolling, flaming, or baiting is not welcome and will not be tolerated. This includes using offensive or harassing nicknames, or other identifiers that might detract from a friendly, safe, and welcoming environment for all.
- 3.4. Harassment includes, but is not limited to: (i) any behavior that threatens another person or group, or produces an unsafe environment; (ii) harmful or prejudicial verbal or written comments related to sex, disability, race, religion, or age; (iii) inappropriate use of nudity, sexual images, and/or sexually explicit language; (iv) threats of physical or non-physical harm; (v) deliberate intimidation, stalking, or following; (vi) harassing photography or recording; (vii) sustained disruption of talks or other events, including online; (viii) inappropriate physical contact; and (ix) unwelcome sexual attention.
- 3.5. Although ETA does not presently have any in-person events planned, once we do we will augment the CoC with provisions tailored to such events and interactions.
4. Ethics and Fairness. No code of conduct can cover every possible permutation of human behavior. But, separate from and beyond the specific provisions of the CoC and other legal obligations and contracts-type arrangements, when acting in the context of the Program, Program Associates are expected to treat each other and ETA in an ethical and fair manner. This includes, without limitation, giving credit to others for their work, acknowledging their contributions, not stealing, not cheating, not doxing, etc. Basically, “be excellent to each other”.
5. Open Communication. Program Associates should keep in mind that ETA, the Mission, and the Program are all based on supporting open source software and open communication – and all grant deliverables will be released under open source licenses. Thus, the Program, the Website, and the related communication channels are not the venue for keeping ideas to yourself, or for expecting that your ideas will not be seized, acted upon, and improved by others once you share them. If you have an idea for a project and feel strongly about doing it yourself and not having your idea “stolen”, you should submit a well-formed Grant Application as quickly as possible.
6. No Infringing Content. Media and other content shared through the Website and other Program infrastructure and events must not contain illegal or infringing content. Program Associates should only publish content if they have the legal right to do so. This includes complying with all software license agreements or other intellectual property restrictions. Program Associates will be solely responsible for any violation of laws or others’ intellectual property rights, including Contributor intellectual property rights. All content published is hosted at the sole discretion of the Program team.
7. Compliance With Law. Program Associates must participate in the Program in a manner which complies with Swiss and other applicable local and international law.

8. Anti-Corruption. The Program is operated on a meritocratic basis. No payoff, kickbacks, commissions, favor trading or the like is allowed in connection with any of the Program's activities, including but not limited to the Grant Application, review, consideration and approval process.
9. Conflicts of Interest. Prior to or simultaneous with a Program Associate making any communication with respect to a specific Request for Proposal, Grant, Grant Application, proposal, contract or the like, all actual or prospective economic and other conflicts of interest must be fully and accurately disclosed in writing to the same parties who will be or are receiving that communication. Note that there is no requirement that the Program Associate not participate or recuse him/herself from discussions and decision-making merely due to the conflict of interest. Rather, the objective is to achieve full disclosure so other Program Associates and ETA can take into account all relevant information, including potential biases. ETA will make an internal evaluation with respect to any actual or prospective conflict of interest and may, in its sole and absolute discretion, determine whether to waive such conflict. ETA shall provide a written confirmation of such (non)waiver as applicable. No basis for such decision need be provided by ETA.
10. Reporting CoC Violations. If you believe someone is harassing you or another Program Associate, or has otherwise violated the CoC, please send ETA a report as soon as possible. If this is the initial report, please include as much detail as possible. It is easiest to address issues when more context is provided and when the report is received shortly after the events in question.

To report copyright or other intellectual property type issues – ipreport@emergingte.ch

To report other CoC issues – cocreport@emergingte.ch

11. Consequences. Violations of the CoC by any Program Associate will not be tolerated. Anyone asked to stop violating the CoC is expected to comply immediately. If a Program Associate violates the CoC, including for the first time, the Program team may take any action deemed appropriate, up to and including a temporary ban or permanent expulsion from the Program, with or without warning, and the cancellation of any awarded Grant coupled with the requirement that the applicable Grant Recipient immediately return the Grant to ETA.
12. Questions. Again, no code of conduct can anticipate all possible issues and situations. If you have any questions please direct your inquiry to cocinquiry@emergingte.ch and the Program team will attempt to provide non-binding feedback. However, please note that it is the responsibility of all Program Associates to remain in compliance with the CoC at all times, regardless of whether an inquiry has been submitted and/or responded to.