

Biotech Without Borders Code of Conduct

Last revision – April 18, 2021

We will differ on things • Ask questions first • Act in good faith • When in doubt, ask

The Big Idea

Biotech Without Borders is a place of safety, where differing opinions are a source of productivity, strength, and collaboration. Biotech Without Borders welcomes and supports people of all backgrounds, identities, and opinions. Biotech Without Borders Code of Conduct outlines our expectations of our participants. By using our online and in-person spaces, you agree to act in good faith to maintain an environment of inclusion, safety, and open dialogue. Below are a some of the tenets we use to guide this conduct:

We will differ on things. When community building in a global context, we will often diverge in perspectives and values. When you encounter views that are in conflict with yours:

Ask questions first. If you are wondering if what you are doing is okay or not, it's best to stop, and ask. When you find someone of a differing opinion on a subject about which you believe strongly, ask clarifying questions first—so that you make sure you understand their point of view completely before establishing your own. Please keep in mind that your native language may be the 5th of another participant.

When in doubt ask. Try consulting with someone you know who might have a broad based perspective of the issue at hand and who could provide advice.

Act in good faith. Above all, by attending you agree to act in good faith to do what you feel and know is right, and to act in the spirit in which this document was drafted. Rules lawyering will not be well received.

Keep this in mind, and all should go well. On the following pages we enumerate a handful of items for which we feel clarity might be useful in acute situations. If any of these situations arises please recuse yourself or otherwise find safety and notify an organizer. We will take action.

While we recognize that misunderstandings sometimes occur despite the best of intentions, if you are seen as intentionally instigating conflict or harassment, the organizers reserve the right to investigate, eject you from the space, and even ban you from future participation.

Additionally, the above-mentioned policy of ejecting those who intentionally detract from the joy of the event is not a policy of exchange suggesting that you can be disruptive if you are willing to be ejected.

Some Specifics

- The Biotech Without Borders Code of Conduct applies to all Biotech Without Borders spaces, whether online or offline, including our events, Slack, Loomio, and all communications channels
- All participants (including sponsors, guests and organisers) are responsible for the safety and inclusivity of the event and expected to act in a manner that creates such an environment
- It takes effort to tactfully dissent and respond to dissent with grace especially over text. Please keep in mind that it may be advisable to end an interaction and follow-up in another way rather than persist.
- Harassment of any kind will not be tolerated. A detailed definition of harassment appears on the following page
- Any untoward or disruptive activity not listed here will be treated as such, and the lack of explicit statement forbidding it will not be accepted as grounds for permitting such activity

Harassment

Harassment includes, but is not limited to the following:

- Offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, race, or religion.
- Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment.
- Deliberate misgendering or use of "dead" or rejected names.
- Gratuitous or off-topic sexual images or behaviour in spaces where they're not appropriate.
- Physical contact and simulated physical contact (eg, textual descriptions like "hug" or "backrub") without consent or after a request to stop.
- Threats of violence.
- Incitement of violence towards any individual, including encouraging a person to commit suicide or to engage in self-harm.
- Deliberate intimidation.
- Stalking or following.

- Inappropriate photography or recording, including logging online activity for harassment purposes.
- Sustained disruption of discussion.
- Unwelcome sexual attention.
- Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others.
- Continued one-on-one communication after requests to cease.
- Deliberate “outing” of any aspect of a person’s identity without their consent except as necessary to protect other Bio Summit members or other vulnerable people from intentional abuse.
- Publication of non-harassing private communication.

Biotech Without Borders prioritizes marginalized people’s safety over privileged people’s comfort. There will not be actions on complaints regarding:

- “Reverse” -isms, including “reverse racism,” “reverse sexism,” and “cisphobia.”
- Reasonable communication of boundaries, such as “leave me alone,” “go away,” or “I’m not discussing this with you.”
- Communicating in a “tone” you don’t find congenial.
- Criticizing racist, sexist, cissexist, or otherwise bigoted or oppressive behavior or assumptions.