



הקוד האתי של קהילת בריינסטורם ישראל

Brainstorm IL Code of Conduct

BrainstormIL is a community where people should feel comfortable sharing their work, opinions, and perspectives. All of us commit to engaging with each other mindfully to ensure an environment that promotes shared learning and collaboration.

The short version of the BrainstormIL Code of Conduct is that we are dedicated to a harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, or choice of technologies, etc.

In this document you will find

Community guidelines	1
When does the Code of Conduct apply?	2
Giving feedback on the BrainstormIL Code of Conduct	3
How do I report an issue related to the Code of Conduct?	3
What happens when I report an issue?	3
The Code of Conduct Report and Response Process	3
The Initial Response	4
The Issue Summary	4
Conflicts of Interest	4
Appropriate Responses	4
Confidentiality	5
Attribution	6

Community guidelines

We are confident that we will, together, build a supportive and collaborative atmosphere in the Israeli Neurotech ecosystem. The following bullet points set out explicitly what we hope you will consider to be appropriate community guidelines:

- **Do not harass people.** Harassment includes unwanted physical contact, sexual attention, or repeated social contact. Know that consent is explicit, conscious and continuous—not implied. If you are unsure whether your behaviour towards another person is welcome, ask them. If someone tells you to stop, do so.
- **Be respectful to others.** Do not engage in homophobic, racist, transphobic, ageist, ableist, sexist, or otherwise exclusionary behavior.

- **Respect the privacy and safety of others.** Do not take photographs of others without their permission. Note that posting (or threatening to post) personally identifying information of others without their consent ("doxing") is a form of harassment. If in doubt, ask the people in the photograph, or don't share it.
- **Be considerate of others' participation.** Everyone should have an opportunity to be heard. In community events, please keep comments succinct so as to allow maximum engagement by all participants. Conversely, when others are speaking, please avoid interrupting them until they've finished.
- **Use welcoming and inclusive language.** Exclusionary comments or jokes, threats or violent language are not acceptable. Do not address others in an intimidating or demeaning manner. Be considerate of the ways the words you choose may impact others. Be patient and respectful of the fact that English or Hebrew are a second (or third or fourth!) language for some participants.
- **Don't be a bystander.** If you see something inappropriate happening, speak up. If you don't feel comfortable intervening but feel someone should, please feel free to ask a member of the Code of Conduct response team for support.
- **Be mindful of conflict of interests.** If your academic, legal, business (or other) duties come in conflict with BrainstormIL events - bring it up with the organizers to resolve the issue before any potential harm can occur.

When does the Code of Conduct apply?

This Code of Conduct governs participation for all interactions related to BrainstormIL events.

Virtual social interactions are just like real life interactions! This Code of Conduct applies in all digital spaces connected to BrainstormIL (e.g., the Brainstorm slack workspace, other group chat channels, mailing lists and collaborative documents) as well as physical ones.

Participants who have violated this Code may be excluded from present and future events, or the online platforms, and may be asked not to attend after-hour events.

They may also be asked to find alternative accommodation and may not be reimbursed for the cost (if applicable).

Giving feedback on the BrainstormIL Code of Conduct

This code of conduct is not intended as a static set of rules by which everyone must abide. Rather, you are invited to make suggestions for updates or clarifications via the Code of Conduct team.

How do I report an issue related to the Code of Conduct?

The Code of Conduct response team is:

- Asaf Harel (BGU) - harelasaf@gmail.com — slack: @Asaf Harel
- Adi Korisky (BIU) - adikilim1@gmail.com - slack: @Adi Korisky
- Miriam Dissen Ben Or (BGU) - miriam995@gmail.com slack: @Miriam Dissen Ben Or
- Ido Ben Artzi (TAU) - ido.iba@gmail.com slack: @Ido Ben Artzi

Please speak to us if you encounter an issue—whether related to a specific situation or to a more general aspect of the Code of Conduct. The members of the Code of Conduct response team can be contacted in person or by email.

What happens when I report an issue?

All reports will be heard, read, reviewed and investigated by the Code of Conduct response team.

If you are unsure whether an incident is a violation of the Code of Conduct, or whether the space where it happened is covered by this Code of Conduct, we encourage you to still report it. We would much rather have a few extra reports where we decide to take no action, rather than miss a report we're equipped to address. We do not look negatively on you if we find the incident is not a violation.

We also welcome general feedback or suggestions about how to make BrainstormIL a more inclusive community. To share your thoughts, please write to Asaf Harel (harelasaf@gmail.com)

The Code of Conduct Report and Response Process

All reports will be heard, read, reviewed and investigated by the Code of Conduct response team. The process we follow when an issue report is made is detailed below. Note that in cases where a serious crime is alleged, we strongly encourage participants to contact the appropriate legal authorities.

The Initial Response

The Code of Conduct response team member will read or listen carefully, compassionately, and respectfully to the issue. If the issue is reported by email, an initial response to confirm receipt will be provided without delay.

Individuals who have reported an issue may withdraw their report and participation at any time, for any reason.

The Issue Summary

If reporting an issue by email, please describe:

- The nature of the issue, complaint, or concern;
- A description of the incident(s) that occurred (please be as specific as possible);
- The individual(s) involved in and (if applicable) witness to the incident(s);

- Whether you believe the incident(s) is ongoing;
- The kind of resolution, information or support you're seeking;
- Whether you believe any member(s) of the Code of Conduct response team might be in a conflict by responding to your issue.

If reporting an issue in person, the member of the Code of Conduct response team you speak to will seek your permission to write a brief issue summary that includes the information listed above. The person reporting the issue is welcome (but not obligated) to participate in this process.

The purpose of the issue summary is to provide a consistent framework for gathering information, to ensure that experiences are understood accurately and consistently by issue responders, and to minimize the burden on those making a report to retell their account. When new information arises, the issue summary can be updated accordingly. Drafting an issue summary is not required in order to access guidance, information, referrals or support.

Conflicts of Interest

If the issue, complaint or concern involves a member of the Code of Conduct response team, that person will be removed from the issue response process and will not have access to documentation related to the issue.

Appropriate Responses

Based on the nature of the issue, the Code of Conduct response team will propose a course of action to the individual who made the report, and work with them to determine whether that proposal is an appropriate response before acting. The suggested appropriate response will be discussed with the individual who made the report no later than 2 weeks after the report has been submitted. This may be postponed, but will require a regularly scheduled update with the individual.

An appropriate response is one which:

- Seeks to ensure the safety, dignity and security of all BrainstormIL community members;
- Respects the autonomy, experience and judgment of those who decide to report an issue;
- Aims to provide a resolution that is meaningful and fair to all participants affected;
- Encourages accountability, responsibility, cooperation, honesty, personal growth and respect on the part of all participants affected;
- Is context-specific and aims to “make things right,” repairing specific harms to affected individuals;
- Works toward greater inclusiveness at BrainstormIL.

Here are some examples of responses that could be appropriate, depending on the context and nature of the issue:

- A mediated conversation or agreement between the impacted BrainstormIL members;
- A request for a verbal or written apology, public or private, from a BrainstormIL member;
- A public announcement clarifying participant responsibilities under the Code of Conduct;

- Nothing, if the issue reported is not a violation or outside of the scope of this Code of Conduct;
- BrainstormIL-wide policy changes to avoid repeating harmful incidents;
- An agreement that two or more individuals be kept separate for the duration of a BrainstormIL event;
- A written warning to a BrainstormIL member and/or conditions on their future participation in community events;
- The temporary or permanent removal of a BrainstormIL member from an event, and from future events, with or without warning.
- The temporary or permanent removal of a BrainstormIL member from the BrainstormIL slack community workspace.
- Sharing the violation report with the local authorities, so they are able to make informed decisions about the involvement of individuals who violate the Code of Conduct in future events.

Confidentiality

- Information shared with the Code of Conduct response team will be treated in a confidential manner and will not be shared with anyone outside of the BrainstormIL board committee.
- In some cases, information will need to be shared for the purposes of implementing a response under this Code of Conduct. For example, if an individual reporting an issue is seeking an apology from another BrainstormIL member, fairness requires that the other member is made aware of the issue which has been reported and the identity of the individual making the report. However, information will never be shared with other BrainstormIL members without an individual's knowledge and consent.
- Information cannot be kept confidential where the safety of other BrainstormIL members is at risk, or where there is a legal obligation to report.

Attribution

This code has been further adapted (ever so lightly) from Kirstie Whitaker and the Neurohackademy organising committee code. That code was adapted (lightly) from the [Alan Turing Institute Data Study Group Code of Conduct](#) which was itself heavily adapted from the [Citizen Lab Summer Institute 2017 Code of Conduct](#) and used under a [CC BY 2.5 CA license](#). We really appreciate the work that they put into creating such a well-considered process.

Parts of this Code are based on [the xvzf Code of Conduct](#), [the Contributor Covenant](#), [the Django Code of Conduct and Reporting Guide](#) and we are also grateful for [this guidance from Ada Initiative](#).

This Code of Conduct is licensed under a [Creative Commons Attribution 4.0 International \(CC BY 4.0 CA\) license](#) which means you are free to share and adapt the work so long as the attribution to Kirstie Whitaker and the Neurohackademy organising committee is retained, along

with the attribution to the Alan Turing Institute Data Study Group organising team, Citizen Lab and the other resources.