



# National Cybersecurity Consortium

## Code of Conduct

The NCC seeks to provide a welcoming, engaging, and safe environment for everyone. It is important to exchange information, ideas, and facilitate discussions. The NCC values these interactions and connections to benefit the ecosystem. Discriminatory language, utterances, actions, imagery, etc. are not appropriate in any venue or platform (including in shared documentation, email exchange, etc.), and no matter the modality, whether it be in-person, virtual, or a hybrid experience.

The NCC does not tolerate harassment in any form. Harassment is understood as any behaviour that threatens another person or group or produces an unsafe environment. Disrespectful or discriminatory actions, language, or imagery about race, national or ethnic origin, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, disability, or physical/genetic characteristics are not appropriate. Harassment does not include constructive disagreement, and this Code of Conduct should not discourage vigorous debate, but rather any derogatory and/or disrespectful comments or behaviours.

Individuals who witness or experience unacceptable behaviour or have any other concerns are encouraged to come forward immediately by contacting the NCC Executive Director or another NCC Staff member. Each report of unacceptable conduct will be taken seriously and treated confidentially. The NCC may gather additional information as possible, and may take any action deemed appropriate, including warning or sanctioning the reported individual(s). All efforts will be taken to preserve the privacy of the individuals affected.

Individuals asked to cease behaviours are expected to comply immediately. Serious or repeated contraventions of this Code of Conduct could result in removal from specific environments, including but not limited to meetings, events, working groups, committees, venues, or platforms.

Adapted from: Code4Lib Creative Commons Conference Code [[https://github.com/code4lib/code-of-conduct/blob/main/code\\_of\\_conduct.md](https://github.com/code4lib/code-of-conduct/blob/main/code_of_conduct.md)], the CARL Code of Conduct [<https://www.carl-abrc.ca/carl-code-of-conduct/>], and the CRKN Code of Conduct [<https://www.crkn-rcdr.ca/en/crkn-conference-code-conduct-0>].