

Group Project Code of Conduct

Due Date: Tuesday October 17

Recommended Length: 1 page

As you begin work on your group project, you should develop a group code of conduct. The code defines your group's guiding principles, standards of behavior, and accountability measures. If you have not previously written a code of conduct, below are suggestions about structure and content. Feel free to use, adapt, or apply a different approach. The only real requirement is that the code works well for your group.

(1) Lead with your group's statement of purpose, which should include both the goal of your project and the manner in which you will achieve that goal. The latter might include creating and maintaining an environment where all group members are welcomed and treated with equity and respect.

(2) State your group's values clearly and simply. [Address negative statements, such as anti-harassment policy, in separate statement(s).] Values may include: work ethics, commitment and responsibility, diversity and inclusion, ethical treatment of all group members, or other values.

(3) Define standards of behavior for group members. Standards may include:

- Trust and confidentiality
- Respectful, effective, and open communication
- Preferred modes of working together
- Equitable allocation and sharing of group tasks
- Active participation during group meetings
- Following through on commitments
- Sharing issues instead of ignoring or burying them
- Making group decisions by consensus

(4) Specify a process for reporting concerns, before they escalate to complaints. Include prohibition against retaliation. Reporting for minor violations should be internal to the group. Repeated or serious violations may need to be reported to the instructor.

(5) Establish a process for addressing behavior violations in ways that support your group's purpose and maintain your values. As with reporting, accountability measures for minor issues should begin with gentle informal feedback within the group. Stronger measures should be outlined for repeated violations. If a resolution cannot be reached or if violations are serious, the instructor should be consulted.

(6) Develop an anti-harassment policy. The policy should define explicitly what is not appropriate, state an incident reporting protocol, and outline expectations following reporting.

(7) Finally, your group should monitor group compliance with the code of conduct regularly. Monitoring should include level of compliance and, if needed, effectiveness of accountability measures.

Below are links to additional guidelines and Conduct Code examples.

Open Source Guides: <https://opensource.guide/code-of-conduct/>

Vox: https://code-of-conduct.voxmedia.com/?_ga=1.62865454.308680892.1455143920

Django: <https://www.djangoproject.com/conduct/>

Whitaker Lab: https://github.com/WhitakerLab/Onboarding/blob/master/CODE_OF_CONDUCT.md

Marine Conservation and Ecology Group: <https://sites.uw.edu/essing/code-of-conduct/>

Virginia Natural Resources Leadership Institute: see VNRLI 2019 Covenant, below.

Higher Ground Aspirations 2019 VNRLI Fellows Covenant

As a community of practice, the 2019 VNRLI Fellows will seek higher ground through this collective covenant:

<p>FULLY PARTICIPATE.</p> <p>LISTEN ACTIVELY.</p>	<p>We are present and prepared and when we gather, we respect one another by showing up on time and setting aside the other things in our life that may prevent us from being present. We ensure that all have a chance to speak and empower others to have the last word. We listen actively, reflecting back thoughtfully, asking questions and building the discussion. We resist responding to all that is shared or attempting to give advice.</p>
<p>ACKNOWLEDGE DIFFERENCES.</p> <p>CULTIVATE VULNERABILITY.</p> <p>EMBRACE WISDOM.</p>	<p>We acknowledge that inherent bias is a part of being human and will strive to put them aside and value others' contributions. We recognize that no one has all the answers and that past experiences inform the future. We are open to new ways of thinking, ask questions, receive responses by leaning into fear and invite new perspectives to encourage and build new abilities and foster the group's maturity. By committing ourselves to new ways of understanding all sides of an issue, we courageously accept the challenge to innovate and seek sustainable and well-informed approaches. When conflict arises, we consider and acknowledge the needs of all who are impacted, focus on the essential issues and with flexibility, seek optimal outcomes.</p>
<p>HONOR ONE ANOTHER'S STORY.</p> <p>WITHHOLD JUDGEMENT.</p>	<p>We value one another through respectful listening, exercising patience, and communicating and inquiring openly. We respect that everyone has a history and culture and we encourage openness by building connections, honoring promises and confidentiality, providing comfort and expressing gratitude. We also seek to hold those stories that are unrepresented, honoring and seeking inclusivity particularly when we recognize that other perspectives are missing from the table.</p>
<p>PUSH BOUNDARIES.</p> <p>GO DEEPER.</p>	<p>Being fully committed to this process and one another, we will push boundaries for the purpose of going deeper with each other and ourselves. We will challenge our facilitators and one another to ask tough questions while respecting the differences that arise out of these discussions. We embrace the opportunity to be imaginative in our considerations and will thoughtfully complete our assignments.</p>
<p>EXPERIMENT.</p> <p>GET INVOLVED IN OUR OWN WAY.</p>	<p>We understand that to continue to learn and grow, we must not only embrace challenges but also seek them out by sharing our stories, experimenting and asking for feedback. We practice the things we have learned despite the discomfort it may bring as new skills are being developed. We respect that others in the group may also be pushing themselves beyond their comfort zones and support them in doing so.</p>
<p>BE INTENTIONAL.</p>	<p>We will be intentional as we define our agenda and goals at the onset of our time together, readily share our experiences with an intent to learn, and ask each other for practical guidance and tips. We will apply what we've learned through VNRLI in our professional and personal lives and by following through. By doing so, we expect to impact our world and nurture and sustain our group's bond well beyond 2019.</p>

