

Code of Conduct

The Open Networking Foundation (ONF) is dedicated to providing a safe and harassment-free professional environment (meetings, events, activities, both online and offline) for everyone, regardless of gender, sexual orientation, disability, physical appearance, race, age, religion, or any other protected category. ONF does not tolerate harassment of any participant in any form. ONF participants violating these rules may be sanctioned or expelled from ONF projects and programs, including but not limited to online communities, internal programs, and in-person events at the discretion of ONF staff, with no refund. These individuals could also have their permissions revoked, and this decision would be communicated to the violator's company. In addition, violations may be turned over to the appropriate authorities for resolution.

Expected Behavior

- Be respectful, kind, and professional
- Exercise consideration and empathy in your words and actions
- Be mindful of others

ONF is an international community and assumes good intent, but also understands that written communication, including emojis, does not always convey nuances, such as humor. Please think about how your words may be misinterpreted by the community before saying, posting, or sending them.

Unacceptable Behavior

Intimidating, harassing, discriminatory, abusive, derogatory, or demeaning speech or actions by any participant, at any ONF event online or offline as well as in one-on-one communication carried out in the context of ONF will not be tolerated.

Harassment includes, but is not limited to: offensive verbal comments related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion; it also includes stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

Consequences of Unacceptable Behavior

Participants who are asked to stop any unacceptable behavior are expected to comply immediately. If a participant engages in unacceptable behavior, ONF staff members or volunteer leaders may initiate any reasonable action they deem appropriate, including expulsion from ONF online forums or summoning event security or law enforcement.

Contact Information

If you are being harassed, notice that someone else is being harassed, or have any other concerns involving someone's welfare, please notify a member of the ONF team or email conduct@opennetworking.org. In case of an emergency, please contact law enforcement first and then notify ONF. ONF will be available to help participants contact local law enforcement, provide escorts, or otherwise provide assistance, so that those experiencing unacceptable behavior can feel safe for the duration of the event. ONF values your participation.