



Kantara Initiative Work Groups - Code of Conduct

Statement of Intent: Kantara Initiative is committed to maintaining a positive work environment for Work Group Participants, other interested parties, and staff whereby all participants share responsibility for the working space. This Code of Conduct is meant to offer a foundational framework for professional behavior in Kantara spaces. This Code is by no means exhaustive, and will be reviewed regularly with other administrative and governing documents to include any necessary modifications. Repeated issues can result in losing participation privileges.

Kantara Initiative, and the Leadership Council, seek to reach decisions by Consensus, unless otherwise required by the Bylaws and/or Operating Procedures ([Bylaws - Section 3.3](#); [Operating Procedures - Section 3.1.4.1](#)).

Scope: Kantara Initiative's Code of Conduct is intended to address Work Group (WG) Participant interactions within Kantara spaces, including but not limited to official WG meetings, Wiki Space comments, chats, mailing lists, and Kantara-led events.

Source: [Wiki Page within the Leadership Council Space](#) (link-TBD)

Commented [1]: within the LC space-link added to OP and GPA. Language on the GPA webpage and form and in the OP will also need adjusting.

Commented [2]: OP should live within LC and that link included on General Info page

Code of Conduct Principles:

1. Be respectful

- a. Expected behaviors:
 - i. Listen to others.
 - ii. Act with integrity and authenticity and afford confidentiality or privacy as requested.
 - iii. Welcome different perspectives and consider the impact of comments made in discussion.
 - iv. Preserve common courtesy when differences in opinions or disagreements take place.
- b. Objectionable behaviors:
 - i. Dominate discussions or interrupt other participants.
 - ii. Make personal attacks, retaliate, or otherwise behave in a less than respectful manner of other participants.
 - iii. Dismiss comments from other perspectives.



2. Engage constructively*

- a. Expected behaviors:
 - i. Attend meetings regularly, participate in discussions, and voting opportunities (as applicable to your status).
 - ii. Complete action items as assigned.
 - iii. Send regrets or withdraw if you are unable to attend or complete a task.
 - iv. Coordinate with Staff when representing Kantara externally.
- b. Objectionable behaviors:
 - i. Miss multiple meetings if you are a voting participant.
 - ii. Raise objections without providing alternatives, making productive suggestions, or offering resolutions.
 - iii. Derail conversations, projects, or processes
 - iv. Misrepresent WG activities.
 - v. Fail to complete assigned work without communicating to WG leadership.

3. Productive dispute resolution

- a. Expected behaviors:
 - i. Reach out to WG leadership privately with issues for resolution.
 - ii. Respect results of dispute resolution.
- b. Objectionable behaviors:
 - i. Argue or engage in confrontations **publicly** (either in a meeting or in any kind of digital space).
 - ii. Write inflammatory emails, messages, or comments.
 - iii. Revisit closed or previously decided topics.

**Regular attendance is an important part of being a voting participant. Multiple voting participant absences (2 consecutive meetings) can impede quorum attainment, thereby limiting a Work Group's activity progress. Please see the [Operating Procedures Section 3.4.1.2](#) for more information.*

Source: [ISO Code of Conduct](#), [W3 Code of Conduct](#)