



OFA Slack Code of Conduct

We have emails and Facebook groups, but Slack is where OFA volunteers and progressive activists can access and participate in a full, ongoing conversation, share in each other's successes, and build up a strong community centered around organizing for change.

The OFA Slack allows volunteers to chat and build plans together, and OFA Headquarters and staff to provide resources and guidance to support those efforts.

But as with any community, we each must foster a healthy culture based on shared values to make sure we're building for success.

We welcome everyone's active participation on the OFA Slack! By joining the community, you are agreeing to operate according to the following guidelines. Please know that those who choose to behave in violation of the norms below will be warned and potentially removed from the community, and posts that do not adhere to these standards may be deleted.

BEHAVIOR WE ENCOURAGE:

Respect.

- Use language that's constructive, empathetic, and assumes the best in others.
- Know your boundaries. Don't hassle anyone via direct message -- even though HQ won't see it directly, we will find out.
- Talking to the right audience. Are you posting about a climate change event happening in Vermont in the #vol-co channel? Just because you *can* post it there doesn't mean it belongs there. Please keep our conversations clean and clear by posting only to channels where the subject matter is relevant.
- Build friendships with other OFAction Slack members.

Empowerment.

- Use language that lifts each other up.
- See a post that deserves wider recognition? Share it to the #wins channel -- but be sure to get permission from the person who posted it first.
- Share information, best practices, and resources to help our community achieve its goals.

Inclusion.

- Step up, step back. Make sure others feel welcome to use their voices and express their ideas.
- Use people's handles to add them into conversations that they should be a part of.



- Welcome new members and answer questions they have.

Sharing.

- We are the sum of our parts! Share with the community about your wins, events, and ideas -- you never know when someone else can make it even better.
- Share your personal story or OFA experiences.
- Think of new people. They'll only be excited about joining this community if it feels vibrant -- and we want them to feel excited to be a part of the inner circle! Stay connected, keep chatting.

BEHAVIOR WE DISCOURAGE:

Trolling.

- Unwanted, offensive, or hateful communication toward a group or an individual is prohibited.
- Repeated and sarcastic remarks do not uplift others.
- Disrupting people who are trying to effectively organize on behalf of an issue.
- Feeding the trolls: Don't engage with users you suspect have come here solely to cause trouble.

Creating a negative culture.

- Do not post comments that use offensive or abusive language.
- Personal attacks are prohibited, including: name-calling and insidious remarks about a person's presumed or actual race, age, gender, nationality, sexual orientation, disability, or any other aspect of his or her background.
- Spam will be deleted.