



## **Background**

The Membership Committee and the REN-ISAC Board of Directors have approved the following section to be added to the Membership Guide. This section will come after section 2, and will be entitled “Code of Conduct”. We invite your feedback and comments before the language becomes final. Please send feedback using the following form:

<https://www.ren-isac.net/machform/view.php?id=18243>

### **3.0 Code of Conduct (Proposed)**

3.1 REN-ISAC is dedicated to providing a safe, inclusive, and accessible experience for everyone. By setting community expectations, we strive for courteous, respectful, and helpful behavior from our members within the context of REN-ISAC communications and collaboration, without prejudice, discrimination, or threat. We seek to welcome participation from all members, regardless of experience level or background.

3.2 While setting community expectations, we do not wish to create an exhaustive list of behaviors that are acceptable or unacceptable, although some examples are unavoidable. We hope that our community of colleagues will:

- Encourage participation by expressing kudos and gratitude
- Recognize that behavior which is acceptable in some settings may not be appropriate in the context of the full or partial community (jokes, images, memes, etc.)
- Recognize that not everyone has the same experience or expertise
- Refrain from name-calling, inflammatory language, and harsh public rebuke
- Refrain from retaliation against someone who reports abuse or misconduct
- Treat controversial topics within the InfoSec industry cautiously, and with regard to differences in colleagues’ institutional history, choices, and staffing
- Avoid topics such as religion, politics, and any controversial subject outside the InfoSec industry

3.3 Reports of abuse or misconduct should be directed to MEMBERSHIP@REN-ISAC.NET, one of the Membership Committee members (<https://www.ren-isac.net/about/governance/memcom.html>), or the REN-ISAC Executive Director if a more private revelation is desired.

3.4 In order to seek resolution when misconduct happens, the REN-ISAC Executive Director and the full membership committee will be tasked to deliberate on the matter. Any person implicated in the misconduct or abuse allegation will be recused from deliberation. In case the Executive Director is recused, the Board Chair will act in their place. A simple majority is required to find wrongdoing and a proposed resolution.

3.5 Once the person making the complaint (the complainant) in the case has made their statement, and the Membership Committee and/or Executive Director have deliberated, the respondent (the person accused of abuse or misconduct) will be contacted. The respondent will be presented with the evidence and the proposed resolution, including, but not limited to, those found in section 8 below.

3.6 The respondent may appeal either the finding of wrongdoing or the proposed resolution. They must do so in writing (email is sufficient) to the Membership Committee Chair or the Executive Director within 7 days of being notified of the accusation. In the event of an appeal, the Membership Committee (excluding any who have been recused) and the Executive Director will re-examine the evidence in order to affirm or remand the original finding. In some cases, the Executive Director may invite one or more Board members to help deliberate on the matter. Once decided, no further appeals are available and the respondent is expected to comply.

3.7 If the respondent refuses to comply with the proposed resolution, the Executive Director will deliberate with the Membership Committee chair and the Board chair on an alternate or additional resolution, including, but not limited to, those found in section 8 below.

3.8 Resolution may take many forms. The following list is not meant to be exhaustive:

- Private apology
- Public apology
- Censure
- Suspension of particular membership roles, rights, or privileges
- Membership suspension
- Membership termination

3.9 All proceedings described above are to be held in the strictest confidence (REN-ISAC:Restricted Use / TLP:RED)