

## Code of Conduct for the HBP-Students Slack Channel

The HBP-Students Slack Channel is devoted to discussions and exchange among students regarding topics close and relevant to the HBP and its goals. We aim to bring students in the HBP closer together through mutual scientific interests and thus hope to further the networks and careers of young researchers in the scientific fields related to the HBP.

To ensure this the HBP & EBRAINS are committed to creating a safe and inclusive experience for all HBP-Students Slack members, regardless of gender, sexual orientation, disability, physical appearance, race, or religion. We do not tolerate harassment in any form. All communication should be appropriate for a professional audience, including people of many different backgrounds and experiences. For all chat interactions, we expect participants to abide by the Code of Conduct to ensure the environment remains productive and respectful. The following chat guidelines will further help ensure that we maintain a positive experience for all our Slack members:

- Be respectful and kind to one another.
- Do not insult or derogate other members.
- Act professionally.
- Avoid conflicts and arguments.
- Use common sense, kindness, and consideration.
- Please make sure your profile picture is appropriate.
- Criticism should be constructive and should be directed to ideas or research results, not people.
- Remember that harassment and sexist, racist, or any other exclusionary comments, are not acceptable at any time during communications in the chat.
- We ask of all members to also adhere to the [Slack acceptable use policy](#) which includes that users refrain from sending unsolicited communications, promotions, advertisements or spam of any kind.

We expect all members to help ensure a safe and positive experience for everyone. Inappropriate behaviour will not be tolerated at any point. We therefore reserve the right to delete comments which are any of the following (or remove participants entirely without further warning):

- Intimidating, harassing, abusive, discriminatory, derogatory or practice demeaning speech or actions.
- Harmful or prejudicial verbal or written comments, and visual images related to gender, sexual orientation, race, religion, disability or other personal characteristics, including those protected by law.
- Inappropriate use of nudity and/or sexual images.
- Real or implied threat of professional or financial damage or harm.
- Inappropriate disruption of meetings or events.
- Violating the rules and regulations of [Slack](#).

### When you comment or chat

All communication in the chat must be respectful and polite. Harassment of any kind will not be tolerated and should be reported immediately. We therefore reserve the right to delete comments which are any of the following:

- racist, hateful, sexist, homophobic, defamatory, insulting or life-threatening;
- serious, unproven or inaccurate accusations against individuals or organisations;
- comments that encourage or suggest unlawful activity;
- messages not written by the sender (or the copyright holder, as appropriate);
- messages written in a language other than English;
- messages that are unintelligible or do not follow the normal flow of discussion;
- messages posted in capitals only (these are difficult to read and can convey the impression of shouting).
- Sending messages with unsolicited communications, promotions, advertisements or spam of any kind.

**Please note**

Failure to comply with any of these rules will not be tolerated and may result in exclusion from the HBP-Student Slack channel or future HBP events.