

# **OpenID Foundation Groups, Activities, & Events Code of Conduct Policy**

## **1. Introduction:**

The OpenID Foundation (“**OIDF**”) is an international, non-profit, standards development organization. It is focused on creating, developing, adopting, and promoting the implementation of voluntary international open identity standards. The OIDF’s mission is to lead the global community in creating identity standards that are secure, interoperable, and privacy-preserving.

The OIDF’s work and deliverables benefit the OpenID community and the community at large. OIDF hosts numerous groups, activities, and events, including Working Groups (**WG**) for the development of OpenID specifications, and Community Groups (**CG**) that are focused on a specific proof of concept, industry-wide problem, or technological advancement, as well as a variety of other in-person and online meetings, conferences, workshops, interop events, discussion groups, communication channels, and other interactions and activities related to its work (generally “OIDF-Sponsored Activities”).

## **2. Purpose:**

OIDF works to provide a safe space in which people of all different backgrounds are treated with dignity, decency, and respect. To that end, OIDF has adopted this Code of Conduct Policy (“Policy”) to ensure that all participants and other attendees in all OIDF-Sponsored Activities conduct themselves in a professional, respectful, and ethical manner that fosters a collaborative environment that promotes the goals of the OIDF. Through this Policy, OIDF aims to help foster a collaborative, inclusive, and respectful environment where diverse perspectives can contribute to the development of high-quality standards and other work products.

## **3. Applicability:**

This policy applies to all individuals and entities (whether or not a member of OIDF) when they are attending or otherwise participating in any OIDF-sponsored activity (“Participants”).

This Policy does not cover all situations that may occur in every OIDF-sponsored activity but establishes a baseline Policy that the OIDF Board of Directors, staff, Working Group and Community Group Co-chairs, and organizers, convenors, hosts, and chairs can reference and apply as needed in the conduct of OIDF-Sponsored Activities.

#### 4. Principles:

The following principles outline the expected behavior of all Participants in connection with OI DF-Sponsored Activities.

##### General Principles:

Participants should, at all times:

- Act with integrity, honesty, and fairness.
- Treat all individuals with dignity and respect, without regard to race, gender, national origin, age, religion, disability, sexual orientation, or political, business, or technical affiliation.
- Promote open and inclusive participation and avoid behavior that could be perceived as exclusionary, harassing, or discriminatory.
- Properly disclose and manage any actual or perceived conflicts of interest.
- Comply with the OI DF Antitrust Policy and the OI DF Intellectual Property Rights Policy.

##### Commitment to Constructive Collaboration and Consensus :

- **Good Faith Participation:** All Participants are expected to engage constructively and in good faith, contributing their expertise and perspectives as appropriate and to the best of their ability.
- **Openness to Diverse Views:** OI DF recognizes that valuable contributions come from various backgrounds and experiences. Participants should actively listen to and consider all viewpoints, even those that differ from their own.
- **Constructive Dialogue:** Discussions should focus on the technical merits of proposals and aim to find common ground. Where applicable, Participants should be open to compromise and willing to explore alternative solutions to reach consensus.
- **Consensus-Building Efforts:** Consensus is a core OI DF value for decision-making. To promote consensus whenever an OI DF-sponsored activity requires a decision by the Participants, the co-chair(s), convenor, or host, as relevant, should encourage consideration and resolution of all legitimate comments from all Participants. Participants are expected to actively work towards achieving consensus through open discussion, active listening, and a willingness to understand different perspectives. As described in the OpenID Process Document, Consensus does not imply unanimity, although there should be substantial support for consensus decisions. In the rare instances when consensus cannot be reached, the co-chair(s), convenor, or host, as relevant, may move to a formal vote in accordance with the procedures as defined in the:

- OpenID Process Document (for OIDF Working Groups) or
- Community Group Operating Rules

Both documents can be found here: <https://openid.net/policies/>

- **Transparency:** Participants should clearly articulate their positions and the rationale behind them, ensuring transparency in the decision-making process. Such rationale should be provided whenever possible both verbally, and in writing (e.g. GitHub/BitBucket pull requests and emails to the mail list) for benefit of the wider community and future reference.
- **Policy Compliance:** By participating in OpenID Foundation activities, you agree to follow the Foundation's policies and processes. All organizational documents and policies can be found here: <https://openid.net/policies/>

### **Respectful Communication:**

- **Clarity and Conciseness:** Communication should be clear, concise, and focused on the topic at hand.
- **Active Listening:** Participants should actively listen to others, seeking to understand their perspectives before responding. Avoid interrupting or dominating discussions.
- **Constructive Feedback:** Feedback should be provided in a constructive, timely and respectful manner, focusing on the ideas or proposals under discussion and should actively avoid unrelated matters or personal attacks.
- **Professional Tone:** All communication, whether verbal or written, should maintain a professional and respectful tone. Refrain from disruptive behavior, including shouting, personal attacks or insults, sarcasm, or inflammatory or otherwise inappropriate language.
- **Respecting Time and Attention:** Participants should respect time limits, agenda topics, and procedural rules, and be mindful of others' time and attention, staying focused during meetings and keeping oral and electronic communications relevant and concise.
- **Addressing Conflict Respectfully:** Disagreements are a natural part of the standards development process. When conflicts arise, Participants should address them respectfully, focusing on the issues and seeking resolution through constructive dialogue.

## **5. Implementation & Failure to Follow the Code of Conduct:**

To ensure a safe space for all Participants in line with the Code of Conduct Policy, the Co-chair, convenor, or host, as relevant, of an OIDF-sponsored activity may issue a real time warning to a Participant that is perceived to be contravening the Code of Conduct or otherwise demonstrating inappropriate behavior. If the inappropriate behavior issue persists after the warning, the Participant may be removed from the OIDF-sponsored activity by the Co-Chair(s), convenor, or host as applicable, and the matter raised with OIDF staff. In the event a Participant is removed from the meeting, the Co-chair(s), convenor, or host, as relevant, will not close or vote on the topic under dispute and will revisit the topic at a subsequent meeting.

If a Participant believes this Code of Conduct has been violated, or feels that they have been wrongfully warned or removed from an OIDF-sponsored activity, they are encouraged to raise the issue to the Executive Director.

If any Co-chair, convenor, or host of an OIDF-sponsored activity, or OIDF Director, or staff, become aware of a breach of this Code of Conduct, they are required to bring it to the attention of the Executive Director so the breach can be reviewed and addressed formally by the Executive Committee.

The Executive Committee may take action, including warnings, suspensions, and expulsion, as appropriate, from OIDF, from a WG or CG, or from one or more OIDF-sponsored activity as applicable. Such action will typically apply to a single individual or individuals, but there may be implications on a legal entity depending on the context of the incident.

Any questions regarding this Code of Conduct Policy can be directed to [help@oidf.org](mailto:help@oidf.org)

Note: Terms not defined in this Policy are defined in the Process Document and IPR Policy.