

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

April 30, 2026

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 OIFD-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 OIFD Antitrust Policy and the OIFD 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:** OIFD 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 OIFD value for decision-making. To promote consensus whenever an OIFD-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 OIWF 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 and Enforcement

To promote adherence to the Code of Conduct, and to ensure a safe space for all Participants at OI DF-Sponsored Activities, this section will cover the process for implementing and enforcing the Code of Conduct and addressing Violations.

As a general matter, the Co-Chair/Convenor/Host of an OI DF-Sponsored Activity has the primary responsibility for enforcing the Code of Conduct during that Activity, and if necessary, for escalating enforcement within OI DF. Accordingly, this Policy will address CoC implementation and enforcement both (1) in real time during an OI DF-Sponsored Activity, and (2) thereafter when raised by formal complaint filed with a member of OI DF Staff. It will also address the circumstances under which such enforcement may be initiated by a Participant in OI DF-Sponsored Activities.

5.1. Definitions

“Violation.” A Participant commits a Violation of this Policy whenever their conduct during any OI DF-Sponsored Activity fails to adhere to any of the Principles set forth in Section 4 of this Policy. Examples of Violations include, but are not limited to:

- Personally attacking another Participant, such as by calling them a liar or using demeaning language;
- Engaging in ongoing disruptive behavior that hinders the progress of the OI DF-Sponsored Activity, such as repeatedly interrupting or shouting, refusing to follow meeting procedures or direction for the chair, intentionally derailing discussion;
- Using profanity or abusive language;
- Harassment, bullying, discrimination, or other conduct that undermines the safety or dignity of any Participant, whether verbal or physical, such as verbal abuse, insults, intimidation, offensive sarcasm, targeted hostility or repeated disruptive conduct, or unwelcome sexual comments or behavior
- Behaving in a manner that violates any other OI DF policy, such as unauthorized recording of meetings, sharing confidential or proprietary information without permission, or attempts to improperly influence votes or consensus outcomes;
- Retaliation against any person who in good faith reports a suspected Violation, participates in an investigation, or supports the enforcement of this Policy;
- Any behavior that violates applicable law.

"Blatant Violation." Any obvious, open, and unashamedly conspicuous Violation of this Policy which is done intentionally and that indicates a clear disregard for this Policy is considered to be a Blatant Violation for purposes of this Policy.

“OI DF Staff.” OI DF Staff includes the Executive Director (“**ED**”) and any other member of OpenID Foundation Leadership identified on the OI DF website.

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

5.1. Real Time Enforcement During OIDF-Sponsored Activities.

As a general matter, enforcement of the Code of Conduct should be done in real time during the OIDF-Sponsored Activity in which the Violation takes place. Such enforcement may be initiated by the Co-Chair/Convenor/Host of the Activity or by a Participant, as follows:

5.1.1. Initiated by the Co-Chair/Convenor/Host

The Co-Chair/Convenor/Host of any OIDF-Sponsored Activity is empowered to make real-time decisions and take appropriate actions to enforce this Code of Conduct and address Violations that occur during and within the context of that Activity. Such actions may include, but are not limited to:

- Identifying actual or potential CoC Violations and violators
- Issuing warnings to violators
- Muting the offending Participant(s) and/or removing them from the call or the room
- Ensuring that the Violation is minuted

Additionally, if any Co-Chair/Convenor/Host witnesses a Blatant Violation during the Activity, and the nature, severity, and impact of the Violation is sufficiently serious, they are empowered to immediately remove the offending party from the Activity, including by terminating their virtual access. If this occurs at an OIDF Work Group (“**WG**”) or Community Group (“**CG**”) meeting and arises as part of a formal decision process (e.g. progression of a spec) the Co-Chair/Convenor/Host will seriously consider pausing and not progressing the topic under dispute at that meeting.

If there is more than one Co-Chair/Convenor/Host presiding at an OIDF-Sponsored Activity, they all do not need to agree in real time that a Violation has occurred. If any one of them feels there has been a CoC Violation, they may act to resolve the issue during the Activity as above.

5.1.2. Initiated by a Participant

Any Participant or third party aggrieved by an alleged Violation occurring during an OIDF-Sponsored Activity may request real-time enforcement by calling it to the attention of the Co-Chair/Convenor/Host, who is empowered to be the first line of defense in handling Participant concerns and who is authorized to take real-time action as outlined above. If the Co-Chair/Convenor/Host is not present the Participant may escalate the matter by raising it during the Activity with one of the following **Alternate Authorized Persons** (in order of priority):

- the OIDF Executive Director (“**ED**”), if present in the room,
- the most senior OIDF Staff member(s) in the room, or
- any other OIDF leader in attendance (e.g. an OIDF Board member or tenured Co-chair).

Such Alternate Authorized Person is empowered to make real-time decisions and take appropriate actions to enforce this Code of Conduct and address the identified Violation in the same manner as the Co-Chair/Convenor/Host above.

5.1.3. Cases Involving Violation of Local Law.

If a Violation of local law (e.g., physical safety concerns such as sexual misconduct or physical altercations) occurs during an in-person OI DF-Sponsored Activity, the Co-Chair/Convenor/Host, or the most senior OI DF Staff member or OI DF representative present, will take action in accordance with local law (e.g., contacting the police). OI DF's internal CoC procedure is secondary in such circumstances, but the ED, General Counsel and EC will confer to ensure suitable OI DF process is initiated as appropriate.

5.2. Enforcement After OI DF-Sponsored Activities.

If a Violation is not adequately addressed at the OI DF-Sponsored Activity where it occurred, a formal complaint may be filed with OI DF Staff which will trigger the commencement of an OI DF investigation.

5.2.1. Formal CoC Complaint Initiated by the Co-Chair/Convenor/Host

If any Co-Chair/Convenor/Host of an OI DF-Sponsored Activity, or any Alternate Authorized Person for that Activity, suspects that any Violation has occurred during the Activity (whether based on observation or Participant report), then in addition to any other enforcement action taken during the Activity, they must file a formal report detailing the alleged Violation (a "**CoC Complaint**") to initiate an OI DF investigation.

In the case of Violations that occur during WG and CG meetings, co-chairs are authorized to convene offline following the WG or CG meeting as part of this formal CoC Complaint preparation and filing process. If the filing co-chairs are not in agreement on the need for or the substance of a CoC Complaint to be filed, this should be reflected in the CoC Complaint filed.

5.2.2. Formal CoC Complaint Initiated by a Participant

Any aggrieved Participants should raise their concerns regarding CoC Violations informally with the Co-Chair/Convenor/Host of the Activity where the violation occurred, rather than with any OI DF Staff, the ED, or the EC.

A. For Violations Occurring in OI DF WGs and CGs

WG or CG co-chair has the primary responsibility for handling Participant concerns or complaints regarding Violations and is expected and empowered to be the first line of defense.

Thus, following or during a WG or CG meeting, Participants must raise their CoC Violation concerns with the applicable WG or CG co-chair rather than with OI DF Staff, the ED, or the EC. The only exceptions are in cases where the co-chair:

- is the alleged violator,
- has been unable or unwilling to address the Violation within a reasonable time, or
- expressly authorizes the aggrieved Participant to file a CoC Complaint with OI DF Staff.

If one of these exceptions apply, WG and CG Participants may escalate their concerns regarding Violations by preparing and filing a **CoC Complaint** with OI DF Staff to initiate an OI DF investigation. WG and CG Participant CoC Complaints outside of these exceptions that are escalated directly to OI DF Staff, the ED, or the EC, will be directed back to the co-chair(s).

B. For Violations Occurring at Other OI DF-Sponsored Activities

In the case of Violations that occur at OI DF-Sponsored Activities (including co-branded events and partner events) other than WGs and CGs, aggrieved Participants may, at their option, first raise their concerns informally with the Co-Chair/Convenor/Host, or alternatively proceed to directly escalate the matter by filing a CoC Complaint with OI DF Staff to initiate a formal OI DF investigation.

5.3. Initial OI DF Staff Review and Processing of CoC Complaint.

5.3.1. Acknowledgment:

OI DF will acknowledge receipt of the CoC Complaint within ten (4) business days.

5.3.2. Initial Review Triage:

CoC Complaints will be triaged by three eligible senior OI DF Staff appointed by the ED within 4 business days of receipt. Eligible senior staff are defined as the Executive Director (ED) and direct reports of the ED who are not directly involved in the CoC Complaint (e.g., not recused as a co-chair of the relevant WG/CG).

If the person under investigation is a senior OI DF Staff member, they are automatically recused from being part of the trio of senior OI DF Staff that will review the case. If the person under investigation is the ED, General Counsel will assume the ED's role in partnering with the EC-appointed Lead of the investigation.

The three senior staff will reach consensus on one of the following two determinations within 4 business days:

Minor Violation (Issue Closed). A determination that the Violation is deemed to be minor due to one or more mitigating circumstances, such as:

- The nature of the Violation itself is minor, e.g., the incident was not severe, it was done accidentally or negligently, etc.
- There is no prior record of Violations by the individual at OI DF, and no reason to believe the EC would impose a more severe consequence.
- A sufficient penalty has already been imposed (such as the individual being expelled from the meeting);

- There is no disruption to the individual's ongoing ability to participate in WG/CG meetings or other OI DF forums;
- Procedures are in place to ensure that the Violation is not repeated in the future.

In the case of a minor Violation the matter will be closed. Within four (4) working days, the individual will be informed that the issue is closed and provided a copy of this Code of Conduct Policy.

Escalation to Executive Committee (EC). A determination that the Violation is sufficiently serious or requires further investigation and should be referred to the EC for additional investigation and a determination. Escalation to the EC is appropriate when the incident involves a repeat offense, concerns about the safety of Participants, or the risk of adverse reputational or operational impact to OI DF, and should take into account the Co-chair's recommendation (e.g. if the Co-chair recommends the individual not return to the next meeting(s)).

In the event of escalation to the EC,

- The individual will be suspended from participation in all OI DF-Sponsored Activities pending the EC determination.
- Within four (4) working days following such referral, the individual will be notified of their suspension and informed that the matter has been referred to the EC;
- The EC and General Counsel will be notified of the incident and the applicable process within the same four (4) working day period;
- If the incident arises during a holiday period and staff cannot respond in time, the individual will be given notice of a five (5) working day delay;
- If the dispute involves a specification, the Executive Director (ED) will consult with the Co-chairs, and with EC input as capacity allows, on whether specification progression should be paused during the investigation.

5.4. Handling of Code of Conduct Violations with Special Circumstances

Partner Hosted Event: If the OI DF-Sponsored Activity where the Violation occurred is an OI DF-partner hosted event, then OI DF will inform the partner or host entity of the CoC Complaint, and the partner's CoC enforcement process will take precedence. The ED or an OI DF Alternate Authorized Person will determine whether it is appropriate to defer to the partner process or to also replicate OI DF CoC enforcement processes.

If the ED and the partner organization agree that the matter merits replication in the OI DF CoC enforcement process, the ED will facilitate confidential coordination of the investigation with the EC Lead and General Counsel. The ED or an OI DF Alternate Authorized Person will raise the CoC Complaint and the investigation will proceed per the standard process.

Joint OI DF and Partner Hosted Event: If the OI DF-Sponsored Activity where the Violation occurred is a joint OI DF and partner hosted event, both the OI DF CoC Policy processes and

the partner's CoC processes may apply. In such a case, the OIDF ED or an OIDF Alternate Authorized Person will initiate an OIDF CoC Complaint and raise a ticket for review per the standard process.

OIDF Liaison Representative Accused of a CoC Violation in Partner Forum

The same process that applies to a joint OIDF/partner forum will apply, with the partner's CoC process taking precedence. If the ED and the partner organization agree that the matter merits replication in the OIDF CoC process, the ED will facilitate confidential coordination of the investigation with the EC-appointed Lead and General Counsel. Potential consequences may include loss or suspension of their liaison role in addition to other penalties or consequences.

5.5. Executive Committee Review and Investigation of Escalated CoC Complaints

5.5.1. EC Process

Once the CoC Complaint has been transmitted to the EC following a referral, a 45-day review and investigation period commences, during which:

- A case file will be created for the investigation;
- Any EC member with a conflict of interest must recuse themselves;
- The EC will nominate a leader amongst the EC who will lead the investigation {"**EC Lead**"};
- The ED and General Counsel will confirm the support staff required to support the EC in the investigation;
- The EC will investigate the matters raised in the CoC Complaint to the extent it reasonably deems appropriate;
- The EC will review the case (with OIDF Staff support) and determine what further information and investigation is required to inform the determination;
- After reviewing all relevant information, the EC will determine whether a Violation of the Policy occurred based on a "preponderance of the evidence" standard (i.e., more likely than not), and if applicable, what penalty will be imposed.
- Once the determination and any relevant penalty is finalized, the individual must be informed.
- In extenuating circumstances, the duration of this process may be extended for a reasonable time, in which case the individual will be notified accordingly.

5.5.2. Individual Subject Rights

The individual subject of the CoC Complaint will be afforded the following rights:

- A. Notice:** Within 4 business days after receipt, OIDF will provide the subject of the CoC Complaint with written notice that a CoC Complaint has been received by OIDF, the general nature of the alleged Violation sufficient to understand the conduct at issue, and that an investigation has been initiated. The notice should also identify the expected timeline for the investigation and the range of possible outcomes.

B. Access to Information: OI DF will provide the Individual subject of the CoC Complaint and investigation with access to the following information:

- a copy of this Policy;
- a written summary of the CoC Complaint [**within four (4) business days after staff receipt of the CoC Complaint;**
- the minutes of the meeting in which the alleged Violation occurred, if any;
- a copy of any written or recorded statement or interview the Individual provides to the EC for consideration (as in C below).

The Individual subject of the CoC Complaint does not have the right to access the full investigation file, including meeting transcripts, interviews with other parties, or documents or other evidence gathered from third-party sources.

C. Opportunity to Be Heard: OI DF will provide the Individual subject of the CoC Complaint with an opportunity to respond to the allegations— in writing, or by video— before a determination is made by the EC.

5.5.3. Organizational Notice

If a CoC Complaint relating to a representative of an organization participating in OI DF is escalated to the EC for formal investigation, the Lead Representative of the organization with which the individual is affiliated will be notified and provided with a written summary of the CoC Complaint.

A member of the OI DF senior staff trio, the ED, or the EC Lead also has the option (but not the obligation) to reach out to the organization for a one-to-one discussion. However, the organization has no automatic rights to participate in, or obtain other evidence related to, the investigation. Upon conclusion of the EC investigation, the Lead Representative of the organization will be notified of the EC's determination.

The identity of the Lead Representative will vary by organizational type, and will be:

- For sustaining or corporate OI DF members: the lead representative of that organization;
- For organization designated as legal entity contributors or legal entity participants in the relevant OI DF contribution or participation agreement: the signatory of the agreement;
- If the individual under investigation is the Lead Representative: a suitable senior executive within that organization.

If the CoC Complaint relates to an Individual that is part of the same entity as an EC member, that EC member will recuse themselves from the CoC determination process to avert a conflict of interest, however that individual may still be consulted as part of the investigation.

5.5.4. Penalties

Penalties for Violations are determined by the Executive Committee based on the nature and severity of the violation and other specific relevant circumstances. Penalties may include, but are not limited to:

- A verbal or written warning
- A mandatory formal public apology
- Mandatory mediation
- Temporary suspension from all OI DF group activities, or from one or more specific OI DF WGs, CGs, or events
- Revocation of leadership roles, which could include liaison positions, Cochair positions, or editing positions
- Suspension for a defined period or termination of OI DF membership privileges
- Permanent suspension from OI DF
- Referral to law enforcement where applicable

5.5.5. Appeal of EC Determination

No later than 30 days after a determination by the Executive Committee, the individual subject to the determination may appeal.

To initiate an appeal, the individual must engage one of the community or corporate representatives on the Board who was not part of the EC review committee.

That representative will raise the case to the full Board for a time-capped review session of 45 minutes, structured as follows:

- 10 minutes: The community or corporate representative presents extenuating circumstances or new evidence;
- 10 minutes: The EC Lead presents the rationale for the determination;
- 10 minutes: Deliberation;
- 5 minutes: Resolution — to uphold the EC determination, or to reach an alternative conclusion (reduction or waiver of penalty).

If the EC determination is overturned by the full board, the Board will opine on a suitable response to the individual by the OI DF.

5.6. Record Keeping and Data Retention

All records relating to CoC Complaints and investigations will be stored for a minimum of five (5) years, after which OI DF may delete the materials in accordance with its record retention policy. Such records may include meeting minutes, the initial CoC Complaint, emails relating to the CoC Complaint, relevant evidence, or determinations, appeal records, interview notes, including transcripts or recordings), correspondence with the person under investigation, and meeting notes of EC deliberations.

All such records will be held in confidential OIDF filing system folders, accessible only to:

- The individuals involved in the case (the three senior staff members party to the disclosure, the EC members presiding over the case, the General Counsel or other staff that may be involved as part of delegated responsibilities.
- As OIDF EC and staff roles change over time, access will remain with designated safeguarding roles: the ED, Operations Director, and legal counsel, as the default.
- If a case needs to be reopened, suitable staff and EC participants at that time may be granted access to historical records.

EC members who are recused from a given investigation will not have access to the relevant case files.

6. General

Any questions regarding this Code of Conduct Policy can be directed to help@oidf.org