



# Safety & Inclusion Guidelines, WCI 2023

The Universal Code of Conduct applies at the WikiConference India 2023:  
[https://meta.wikimedia.org/wiki/Universal\\_Code\\_of\\_Conduct](https://meta.wikimedia.org/wiki/Universal_Code_of_Conduct)

With a commitment to treat everyone as fairly and equally as possible, the following behavior expectations are shared. Although the list cannot be exhaustive, we explicitly honor diversity in age, gender, gender identity or expression, culture ethnicity, language, political beliefs, profession, race, religion, caste, sexual orientation, socioeconomic status, and technical ability. We will not tolerate discrimination based on any of the protected characteristics above, including participants with disabilities.



Create a friendly and welcoming environment for all. This includes participants of all races, genders, sexual orientation, religions, caste, nationalities, experience, social and economic class, castes, political standpoints, sizes, and mental/physical ability

Show openmindedness and respect in collaboration. Our work and knowledge are open to all to make Wikipedias/ Wikimedia Projects better. Remember that people can and will build on your work and vice versa. When providing (and receiving) advice or criticism, be constructive, open minded, and stay respectful. Conduct intellectual debates rather than personal attacks.

Remain professional, considerate, and stay sensitive. While it is very important to establish personal relationship with other members, let us not forget the professional attitude we ought to maintain in the community. Inappropriate and insensitive actions or words can harm other members and essentially us as a whole community.

Embrace Diversity; understand disagreement. We all come from a different background and hold different beliefs. Disagreement can be inevitable sometimes in our casual and professional interactions. Keep in mind that the diversity of our community is an asset instead of a drawback. Be willing to listen and understand each other's viewpoints.

Show acceptance and patience. We all make mistakes and blaming each other doesn't get us anywhere. Instead, focus on helping to resolve issues and learning from mistakes.

## Do's

- Be kind and polite.
- Assume good faith in each other.
- Be patient and welcoming.
- Embrace and appreciate the diversity and differences among each other.
- Be careful and sensitive to your actions and words.
- Be a good listener.
- When disagreement or conflict occurs, discuss and resolve it in an open, civil, and respectful manner. Consult event organizers if needed
- Obtain participants 'consent when taking pictures, videos, or posting anything on social media.
- Respect the speakers and raise questions without interrupting the flow of the program.
- Express discomfort if you find yourself in an uncomfortable environment or conversation.
- Point out or report harassment, discrimination, or personal attack when it happens
- Forgive and forget.

## Dont's

- Commit harassment or discrimination in any form (see Definition).
- Directly or indirectly attack or maliciously criticize one's identity, appearance, beliefs, opinions, or behavior.
- Talk over another member in a group conversation or deliberately ignore their questions. (Let everyone have a chance to talk)
- Disclosure of personal data (Doxing)
- Abuse of power, privilege, or influence
- Waste resources, be it food, electricity, paper, etc.
- Force members to participate in activities or conversations they do not wish to join or continue.



# *Safety & Inclusion Guidelines, WCI 2023*

## *Safe, Healthy and Fruitful WikiConference India 2023*

WikiConference India 2023 is designed as an inclusive space for everybody. Any incident of harassment during the Conference will be considered a serious contravention of Conference policies and other applicable laws. This Conference is considered an extended workplace under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 [POSH Act]. As a matter of Wikimedia Foundation Policy, the POSH Act will be applied gender-neutrally through the course of the Conference. The POSH Act, Safety & Inclusion Guidelines, and the Wikimedia Universal Code of Conduct [UCoC] will be applicable throughout the Conference, in all connected physical, virtual, social, and other spaces within and without the venue.

Respect personal boundaries of other participants	Assume choices and preferences on behalf of a fellow participant
Have healthy and respectable conversations	Discriminate against other participants based on personal and arbitrary biases
Leave room for disagreements and difference of opinions	Personally attack individuals for their ideas and criticisms
Point out and report instances of any kind of harassment when it happens	Commit harassment in verbal or non-verbal form
Make meaningful contacts and networks	Insult or pass disrespectful comments on personal factors including religion, gender, caste, people's bodies, sexualities, etc.
Encourage fellow participants to engage with the conference in ways most comfortable for them	Force fellow participants to engage in activities and conversations that they are not comfortable with
Learn, expand your horizons and have fun!	Abuse the WikiConference India space

To learn more details about the Safe Space Policy, Safety and Inclusion Guidelines, and Wikimedia Universal code of Conduct, please visit the following link. Alternatively, please scan the QR code to access the links to these documents.

To report any untoward experience that you believe is in violation of the UCoC, Safe Space Policy, or the Safety and Inclusion Guidelines, please contact a member of the WCI 2023 Safety and Inclusion team. Alternatively, please send an email to [safety@wikiconferenceindia.org](mailto:safety@wikiconferenceindia.org)