

DARIAH ANNUAL EVENT CODE OF CONDUCT

Approved by the DARIAH Board of Directors: March 2025

INTRODUCTION

This code of conduct outlines our expectations of participants attending the DARIAH Annual Event. As we would like everyone to feel welcome, included, and safe, this code sets expectations for participants, provides steps to report violations, and indicates possible consequences for violations. DARIAH does not tolerate harassment or discrimination in any form at the Annual Event.

DIVERSITY STATEMENT

The DARIAH Annual Event sets a tone of encouragement for mutual respect and growth. We therefore expect participants to help create a thoughtful and respectful environment. In this spirit, DARIAH adopts the following community agreements:

DISCUSSIONS SHOULD FOCUS ON THE WORK, NOT THE PERSON

Be an active listener and engage positively in the work of others. Encourage underrepresented viewpoints. Remember that colleagues may have expertise we are not aware of. We assume good intentions and hold each other accountable for negative effects.

BE CONSIDERATE

We strive to be a community that welcomes and supports people of all backgrounds and identities. We are a global community and should be mindful that we might not be communicating in someone else's primary language. Colloquialisms, cultural references, and humour can make communication unclear, so please ensure that any language used is well-intended and inclusive.

BE RESPECTFUL

We are a community of professionals, and we conduct ourselves professionally. We support one another's work and welcome support for our own. Do not insult or put down other participants or their research. Harassment and other exclusionary behaviour are not acceptable.

BE CONSTRUCTIVE IN SEEKING TO RESOLVE DIFFERENCES

Disagreements, be they philosophical, technical, etc., are common. The fruits of these constructive disagreements could yield new ways of seeing and thinking. The strength of our community comes from its diversity.

BE AN ETHICAL SCHOLAR

Properly acknowledge and credit the contributions of others. Transparency in research is paramount. We are an inherently collaborative community that learns from and relies on each other's scholarship and contributions to the field. We encourage creativity and experimentation within the digital arts and humanities. In addition, all research presented should be grounded in best ethical practices relevant to the communities, materials and methods of the work, and with ethical approval where appropriate.

DISCRIMINATION AND HARASSMENT INCLUDES, BUT IS NOT LIMITED TO:

- Threats or acts of violence
- Distribution of harassing photography or recordings without explicit consent (including screen capture of Zoom meetings)
- Sustained disruption during sessions or other events or gatherings
- Intimidation or stalking of any kind
- Contacting a person after they have requested contact to stop
- Unwelcome sexual attention
- Comments or actions that minimize a person's experiences, identity, or safety
- Deliberate misgendering, including disregard for a person's pronouns, and any other identifiers
- Deliberate revealing of a person's experiences or identity without their consent
- Deliberate misuse of a person's stated name
- Advocating for, tolerating or encouraging any of the above behaviour.

REPORTING

If you have been involved in or witnessed an incident during the DARIAH Annual Event that you believe violates this code of conduct, you can report it in either of the following ways:

In Person: During the DARIAH Annual Event there will be several individuals present who will wear badges who you can report an incident to. The badge designation will be announced at the beginning of the event and will be indicated on the Annual Event website. You can speak to these individuals directly in full confidentiality.

Email: email to: [conduct\[at\]dariah.eu](mailto:conduct@dariah.eu). You will receive a response within one working day during the Annual Event, and within 24 hours after the event ends.

Reports will be handled with respect and discretion. In your report, please include:

1. Your contact information.
2. Names (real, nicknames, or pseudonyms) of any individuals involved. If there are additional witnesses, please include them as well.

3. Your account of what occurred, and if you believe the incident is ongoing. If there is a publicly available record (e.g. a mailing list archive, a Twitter or public Facebook post), please include a screenshot *and* a link to the post.
4. Any additional information that may be helpful.

The DARIAH Board of Directors will quickly and confidentially examine all incidents reported before, during, and after the Annual Event. We reserve the right to take actions we deem necessary to remedy disruptive behaviour that renders the Annual Event unsafe for participants. This may include banning the offending person from the Annual Event, from participating, reviewing, or planning future DARIAH events, and from participation in competitions or awards.

This code is not exhaustive or complete. It serves to distil our common understanding of a collaborative, shared environment, and our goals. We expect participants to follow this code as well as the intention behind it.

ACKNOWLEDGMENTS

This code of conduct was authored by a DARIAH Ethics Task Force with input from the DARIAH Board of Directors. It generously borrows from Codes of Conduct for the [TEI Consortium](#) and the [Global DH Symposium](#). We are grateful for their work and all the communities who have developed codes of conduct from which ours has benefited.