Code of Conduct (adapted from Vox)

Introduction
This code of conduct governs the environment of the Geoscience Education & Mentorship Support (GEMS) mentor-mentee match program (it is duplicated and slightly modified from the Vox Code of Conduct). We believe that articulating our values and obligations to one another reinforces respect among the participants and having a code provides us with clear avenues to correct our culture should it ever stray from that course. To our mentors and mentees, we commit to enforce and evolve this code as our program grows.

Scope
The contents of this code of conduct apply to interactions between mentors, mentees, and GEMS members, including email exchanges, social media, Zoom meetings, and any other method of contact within the mentor-mentee match program.

Values
We want our program to be a fun, constructive, and safe space for all members. We value inclusivity within our program because we believe we have an obligation to work toward broadening participation in the geosciences.

Expected Behavior
Treat your match with respect. Adopt habits that are inclusive and constructive for your mentor-mentee relationship: document meetings and pay attention to time zones when scheduling events/meetings.

Be understanding of your match, proactively, and responsively. This program is built on the goodwill of each other to improve our community, and many volunteer their time to work towards this goal.
Be open. It's okay to ask for help and feedback from each other. Don't succumb to impostor syndrome. You belong here, you and your ideas are valued.

Be humane. Be polite and friendly in all forms of communication, especially remote, where opportunities for misunderstanding are greater.

Maintain confidentiality. Respect the privacy of your match and do not share any information that was shared with you in confidence.

Unacceptable behaviors
Our program is committed to providing a welcoming and safe environment for people of all races, gender identities, gender expressions, sexual orientations, physical abilities, physical appearances, socioeconomic backgrounds, life experiences, nationalities, ages, religions, and beliefs. Discrimination and harassment are expressly prohibited in our program. Harassment may include, but is not limited to, intimidation; stalking; unwanted recording or photography; inappropriate physical contact; use of sexual or discriminatory imagery, comments, or jokes; intentional or repeated misgendering; sexist, racist, ableist, or otherwise discriminatory or derogatory language; and unwelcome sexual attention.

In order to provide such an environment, we commit to being considerate in our language use. Any behavior or language which is unwelcoming is also not allowed. Violations of this code can result in removal from the program.

Reporting a problem
Contact the GEMS team. We will help you navigate the situation in a way that you are most comfortable with.

Committing to Improvement
We understand that nobody is perfect. It is expected that all of us, regardless of our backgrounds, will fail to live up to our high standards. What matters isn't having a perfect track record, but owning up to your mistakes and making a clear and persistent
If you are approached as having (consciously or otherwise) acted in a way that might make anyone in the program feel unwelcome, refrain from being defensive; remember that if someone calls you out, it likely took a great deal of courage for them to do so. The best way to respect that courage is to acknowledge your mistake, apologize, and move on—with a renewed commitment to do better.

References
Vox Code of Conduct:
https://code-of-conduct.voxmedia.com/?ga=1.62865454.308680892.1455143920