



# Code of Conduct

## Overview

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When attempting to overcome challenges alone, the obstacles can seem monumental. When approached together, however, anything is possible.

The Global Mining Guidelines Group (GMG) is a community of mining companies, OEMs, OTMs, research organizations, and consultants from around the world who recognize that innovation does not happen in silos. Together, this diverse community addresses common challenges and creates tangible deliverables, enabling a productive, safe, and sustainable future for mining.

A diverse community brings diverse ideas and perspectives to complex problems. However, conflicting viewpoints and disagreement can quickly escalate into harassment and aggression when amplified by misunderstanding, miscommunication, and taking disagreement personally.

## Principles

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By embracing the following principles, guidelines, and actions to follow or avoid, you will help us make the GMG community welcoming and productive.

- **Be friendly and patient.**
- **Be welcoming.** We strive to be a community that welcomes and supports people of all backgrounds and identities. This includes, but is not limited to, members of any race, ethnicity, culture, national origin, color, immigration status, social and economic class, educational level, sex, sexual orientation, gender identity and expression, age, physical appearance, family status, technological or professional choices, academic discipline, religion, mental ability, and physical ability.
- **Be considerate.** Remember that we're a world-wide community. You may be communicating with someone with a different primary language or cultural background.
- **Be respectful.** Not all of us will agree all the time, but disagreement is no excuse for poor behavior or poor manners. We might all experience some frustration now and then, but we cannot allow that frustration to turn into a personal attack. It's important to remember that a community where people feel uncomfortable or threatened is not a productive one.

- **Be careful in the words that you choose.** Be kind to others. Do not insult or put down other community members. Harassment and other exclusionary behavior are not acceptable. This includes, but is not limited to:
  - Violent threats or violent language directed against another person
  - Discriminatory jokes and language
  - Posting sexually explicit or violent material
  - Posting (or threatening to post) other people's personally identifying information ("doxing")
  - Personal insults, especially those using racist or sexist terms
  - Unwelcome sexual attention
  - Advocating for, or encouraging, any of the above behavior
  - Repeated harassment of others. In general, if someone asks you to stop, then stop
- **Moderate your expectations.** Please respect that community members choose how they spend their time in the project. A thoughtful question about your expectations is preferable to demands for another person's time.
- **When we disagree, try to understand why.** Disagreements, both social and technical, happen all the time and the Basecamp community is no exception. Try to understand where others are coming from, as seeing a question from their viewpoint may help find a new path forward. And don't forget that it is human to err: blaming each other doesn't get us anywhere, while we can learn from mistakes to find better solutions.
- **A simple apology can go a long way.** It can often de-escalate a situation and telling someone that you are sorry is an act of empathy that doesn't automatically imply an admission of guilt.

## Reporting

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As a member of our community, you are also a steward of these values. Not all problems need to be resolved via formal processes, and often a quick, friendly but clear word in an online message or in person can help resolve a misunderstanding and de-escalate things.

An informal enforcement of this process may be inadequate if there is urgency, risk to someone, no one is comfortable speaking out, the offender is unresponsive, etc. In that case, please file a report by emailing our Operations Manager Heather Turnbull at [info@gmggroup.org](mailto:info@gmggroup.org). Reports will be kept anonymous and action will be taken.

# Antitrust Compliance

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All participants in GMG activity must comply with applicable antitrust laws. Please refer to the detailed guidelines provided on the [GMG governance page](#).

## Attribution

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