MannUfactory Code of Conduct

Introduction
The mannUfactory seeks to provide a welcoming, fun, and safe community and experience for everyone. We do not tolerate harassment in any form. Discriminatory language and imagery is not appropriate for any event venue, including talks, or any community channel such as the mailing list.

Harassment is understood as any behavior that threatens another person or group, or produces an unsafe environment. It includes offensive verbal comments or non-verbal expressions related to gender, gender identity, gender expression, sexual orientation, disability, physical appearance, body size, race, age, religious beliefs, sexual or discriminatory images in public spaces (including online), deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

Conflict Resolution

Initial Incident
If you are being harassed, notice that someone else is being harassed, or have any other concerns, and you feel comfortable speaking with the offender, please inform the offender that they has affected you negatively. Oftentimes, the offending behavior is unintentional, and the accidental offender and offended will resolve the incident by having that initial discussion.

The manufactory recognizes that there are many reasons speaking directly to the offender may not be workable for you (including but not limited to unfamiliarity with the space or its participants and concerns for personal safety). If you don't feel comfortable speaking directly with the offender for any reason, skip straight to step 2.

Escalation
If the offender insists that they did not offend, if offender is actively harassing you, or if direct engagement is not a good option for you at this time, then you will need a third party to step in.

If you are at the space or other official event, find the event organizer or staff person. If you can't find the event organizer, there will be other staff available to help if the situation calls for immediate action.

Wider community response to Incident
If the incident doesn't pass the first step (discussion reveals offense was unintentional, apologies said, public note or community is informed of resolution), then there's not much the community can do at this point since the incident was resolved without outside intervention.

If incident results in corrective action, the community should support the decision made by the staff in Step 2 if they choose corrective action, like ending an event early, as well as support those harmed by the incident, either publicly or privately (whatever individuals are comfortable with).
In real life people will have opinions about how the Code of Conduct is enforced. People will argue that a particular decision was unfair, and others will say that it didn't go far enough. We can't stop people having opinions, but what we could do here is have constructive discussions that lead to something tangible (affirmation of decision, change in Code of Conduct, modify decision, etc.)

Sanctions

Participants asked to stop any harassing behavior are expected to comply immediately. If a participant engages in harassing behavior, organizers may take any action they deem appropriate, including warning the offender, expulsion from the mannUfactory, or banning the offender from a chatroom or mailing list.

Specific sanctions may include but are not limited to:

- warning the harasser to cease their behavior and that any further reports will result in other sanctions
- requiring that the harasser avoid any interaction with, and physical proximity to, their victim for the remainder of the event
- early termination of an event that violates the policy
- requiring that the harasser immediately leave the space and not return
- banning the harasser from future events (either indefinitely or for a certain time period)
- publishing an account of the harassment

If you are being harassed, notice that someone else is being harassed, or have any other concerns, we ask that you contact a member of the mannUfactory staff immediately and can always be reached by email at cul-makerspace-admin-l@cornell.edu.

All reports will be kept confidential. In some cases we may determine that a public statement will need to be made. If that’s the case, the identities of all victims and reporters will remain confidential unless those individuals instruct us otherwise.

If you believe anyone is in physical danger, please notify appropriate law enforcement first. If you are unsure what law enforcement agency is appropriate, please include this in your report and we will attempt to notify them.

We expect participants to follow these rules at all conference venues, conference-related social events, community gatherings, and online communication channels.

We value your participation in the mannUfactory community, and your efforts to keep the mannUfactory a safe and friendly space for all participants!