

# Code of Conduct

This community is intended to be solely for providing a reference for bike enthusiasts, repair persons, and other people interested in the mechanics of Bicycles. It is **not** intended to be a forum for anything other than discussions and actions directly related to this goal.

## We specifically suggest

### Not to be a dickhead

Don't assume that because you have more bikes, more expensive bikes, have ridden a bike since in the womb, that someone doesn't have a legitimate concern, point, or question about something. Nobody gives a fuck whether you've cycled on the moon or you're a kid on a trike. Be nice. This means that if someone asks something that you might consider to be a basic question, or something already explained elsewhere, that you remain polite and keep things civil.

### Not stroke your ego

Some questions will have some difficult answers, or very long answers. And sometimes there isn't an easy response to a question. But if someone is asking "why does the bottom bit of my bike squeak" and your answer involves explaining 17 different types of crankset, 27 different causes of squeaking, and how you fixed one of them while hanging upside down from a ski lift in the alps while whistling dixie, you're not answering or helping, you're just being a egomaniacal douche.

### Not be a creepy asshole

**This is not the place for you to contemplate, consider, plan, resolve, or act, in any way sexually.** If you're thinking about anything sexual, and sharing that with someone else, or explaining your sexual proclivities to someone else, or asking someone else about theirs , **then stop immediately and get the fuck out of here.** This is not the place for anything sexual, at all. Leave that for somewhere else.

## We strive to

### Be considerate

Our work will be used by other people, and we in turn will depend on the work of others. Any decision we take will affect users and colleagues, and we should consider them when making decisions.

## Be respectful

Disagreement is no excuse for poor manners. We work together to resolve conflict, assume good intentions and do our best to act in an empathic fashion. We don't allow frustration to turn into a personal attack. A community where people feel uncomfortable or threatened is not a productive one.

## Take responsibility for our words and our actions

We can all make mistakes; when we do, we take responsibility for them. If someone has been harmed or offended, we listen carefully and respectfully, and work to right the wrong.

## Be collaborative

What we produce is a complex whole made of many parts, it is the sum of many dreams. Collaboration between teams that each have their own goal and vision is essential; for the whole to be more than the sum of its parts, each part must make an effort to understand the whole.

Collaboration reduces redundancy and improves the quality of our work. Internally and externally, we celebrate good collaboration. Wherever possible, we work closely with upstream projects and others in the free software community to coordinate our efforts. We prefer to work transparently and involve interested parties as early as possible.

## Value decisiveness, clarity and consensus

Disagreements, social and technical, are normal, but we do not allow them to persist and fester leaving others uncertain of the agreed direction. We expect participants in the project to resolve disagreements constructively. When they cannot, we escalate the matter to structures with designated leaders to arbitrate and provide clarity and direction.

## Ask for help when unsure

Nobody is expected to be perfect in this community. Asking questions early avoids many problems later, so questions are encouraged, though they may be directed to the appropriate forum. Those who are asked should be responsive and helpful.

## Step down considerately

When somebody leaves or disengages from the project, we ask that they do so in a way that minimises disruption to the project. They should tell people they are leaving and take the proper steps to ensure that others can pick up where they left off.

# We value

## Discussion, data and decisiveness

We gather opinions, data and commitments from concerned parties before taking a decision. We expect leaders to help teams come to a decision in a reasonable time, to seek guidance or be willing to take the decision themselves when consensus is lacking, and to take responsibility for implementation.

The poorest decision of all is no decision: clarity of direction has value in itself. Sometimes all the data are not available, or consensus is elusive. A decision must still be made. There is no guarantee of a perfect decision every time - we prefer to err, learn, and err less in future than to postpone action indefinitely.

We recognise that the project works better when we trust the teams closest to a problem to make the decision for the project. If we learn of a decision that we disagree with, we can engage the relevant team to find common ground, and failing that, we have a governance structure that can review the decision. Ultimately, if a decision has been taken by the people responsible for it, and is supported by the project governance, it will stand. None of us expects to agree with every decision, and we value highly the willingness to stand by the project and help it deliver even on the occasions when we ourselves may prefer a different route.

## Credit

A good leader does not seek the limelight, but celebrates team members for the work they do. Leaders may be more visible than members of the team, good ones use that visibility to highlight the great work of others.

## Courage and considerateness

Leadership occasionally requires bold decisions that will not be widely understood, consensual or popular. We value the courage to take such decisions, because they enable the project as a whole to move forward faster than we could if we required complete consensus. Nevertheless, boldness demands considerateness; take bold decisions, but do so mindful of the challenges they present for others, and work to soften the impact of those decisions on them. Communicating changes and their reasoning clearly and early on is as important as the implementation of the change itself.

## Conflicts of interest

We expect leaders to be aware when they are conflicted due to employment or other projects they are involved in, and abstain or delegate decisions that may be seen to be self-interested. We expect that everyone who participates in the project does so with the goal of making life better for

its users.

When in doubt, ask for a second opinion. Perceived conflicts of interest are important to address; as a leader, act to ensure that decisions are credible even if they must occasionally be unpopular, difficult or favourable to the interests of one group over another.

This Code is not exhaustive or complete. It is not a rulebook; it serves to distil our common understanding of a collaborative, shared environment and goals. We expect it to be followed in spirit as much as in the letter.

## Attribution

This code of conduct is partially based on the *Ubuntu Code of Conduct*, with rhetorical flourishes. *The Ubuntu Code of Conduct is licensed under the [Creative Commons Attribution-Share Alike 3.0 license](#). You may re-use it for your own project, and modify it as you wish, just please allow others to use your modifications and give credit to the Ubuntu Project!*

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