



GO-GN Code of Conduct (v. 1.0)

[The Global OER Graduate Network](#) (GO-GN) is a network of doctoral researchers and alumni around the world whose research projects include a focus on open education. GO-GN aims to:

- raise the profile of research into open education,
- offer support for those conducting doctoral research in this area,
- promote equity and inclusion in the field of open education research, and
- develop openness as a process of research.

In service of the goals of the network, we run a range of online and in-person activities and events, and make use of digital services and platforms such as Zoom and Discord.

GO-GN aims to create a respectful, inclusive, and collaborative environment for all event attendees and activity participants (whether they are members of the network or not). These values can only thrive in an environment that is free from harassment and discrimination and one that is supported by respectful communication. This Code of Conduct therefore describes the conditions under which GO-GN activities can take place.

This code of conduct sets the standard expected of participants in any GO-GN activity (face-to-face or online) and related online spaces. It includes, but is not limited to, our face-to-face workshops, collaborative authoring and sprint activities, online webinars, and use of online communication platforms such as Discord. When participating in a GO-GN activity, we expect that participants will actively work to create a welcoming, and inclusive environment and strictly prohibits discrimination, harassment, and sexual harassment.

Note that this does not preclude vigorous and critical debate by researchers (which is encouraged by the network). There is a balance to be struck between protecting our interaction spaces and exploring sensitive topics. Consequently, GO-GN supports the development of '[brave spaces](#)' rather than 'safe spaces' for our activities. Brave spaces allow for constructive disagreement and respectful exchanges.

Participation in GO-GN activities and events is conditional upon acceptance of the Code of Conduct and any additional requirements in the Terms of Service set by venues, event organisers and/or online/digital platforms used by GO-GN and collaborators.

Respectful Communication

Central to GO-GN as a supportive network is listening to and learning from each other, and embracing the diversity of experiences and perspectives represented by our membership, alumni, and wider community. All participants in GO-GN events (online and offline) are expected to communicate respectfully with one another. This includes being open to feedback, and discussing any concerns or issues that may arise in a constructive manner.

Zero Tolerance for Harassment

GO-GN does not tolerate any form of harassment, discrimination, teasing, or bullying. We will not tolerate intimidation, stalking, following, unwanted photography, or video recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention. Members are expected to refrain from passing comments or making jokes about the appearance, physicality, dress, or symbols of faith of others - even if these comments are well-meant or intended as humour.

Behaviour that is expected and encouraged

Whether you are participating in, or facilitating, a GO-GN online or face-to-face activity or event you are expected and encouraged to:

- Be respectful, inclusive, and accepting of others. Actively seek to challenge your personal biases, assumptions, and preconceived stereotypes. Approach differences with openness and curiosity.
- Be conscious of how your words and actions might harm others (even unintentionally). Take time to educate yourself on how to be more inclusive, and listen when someone takes the time to share their perspective with you.
- Be mindful of privilege and power dynamics, which may be largely hidden or take unexpected forms.
- If you share the work or ideas of others, give credit where it is due.
- Be considerate of privacy and personal boundaries.
- Be constructive and respectful in discussions, and avoid being dismissive of others' views. Consider "[calling in](#)" rather than "[calling out](#)," and direct critiques toward ideas rather than people.
- Be committed to maintaining an environment which supports the learning of all those involved regardless of their starting place.
- Be supportive to others. For example, give constructive feedback, where requested, or be willing to provide emotional support (within reason).

Behaviour that is strictly prohibited

- Discrimination, including unfavourable or disparate treatment to others because of any aspect of their identity, appearance, sexual orientation, disability, physical appearance, body size, race, or religion.
- Harassment and harassing behaviour, including use of epithets and slurs, derogatory or hostile comments, repeated attempts to make contact or any behaviour that interferes with another person's participation in GO-GN activities (online or offline).
- Sexual harassment, including use of sexual images, jokes of a sexual or gendered nature, or any unwelcome contact of a sexual nature in any medium.

Consequences of unacceptable behaviour

Unacceptable behaviour from any person participating in a GO-GN activity or event, will not be tolerated. Anyone asked to stop unacceptable behaviour is expected to comply immediately.

If a participant persistently engages in unacceptable behaviour, a range of disciplinary measures are available. They could include giving a warning to the offending party or removing the offending party from an event or online space. Inappropriate behaviour will be met with appropriate disciplinary action, including but not limited to:

- a request for the behaviour to immediately cease.
- cautioning, or requesting the individual(s) leave a GO-GN activity or event.
- barring individual(s) from future GO-GN events or activities for a specified time period or indefinitely.
- removing eligibility for GO-GN funding (travel bursaries, scholarships, fellowships).
- exclusion from the network.

Reporting Process

You can make a report either personally or anonymously. Reporting in-person can be done directly to a member of the GO-GN global coordination team ([Beck Pitt](#), [Rob Farrow](#), [Carina Bossu](#) and/or [Kylie Matthews](#)). You can also report breaches of the Code of Conduct via email: gogn.oer@gmail.com.

When a report is made either in-person or/and via email, or breaches of the Code of Conduct are observed by the GO-GN global coordination team, we may take immediate action (as outlined in the above *Consequences of unacceptable behaviour*).

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible. Harassment and other code of conduct violations reduce the value of GO-GN activities and events for everyone. We want members to feel valued and respected when participating in network activities. GO-GN team members will assist those experiencing harassment to feel safe for the duration of in-person events.

The GO-GN team will be identified at the start of all online events and during the introduction to in-person events. Should you experience inappropriate behaviour from any member of the GO-GN team, please find someone you trust to report the incident. We take any breaches of the Code of Conduct very seriously, including any related to GO-GN team members. The GO-GN global coordination team, as staff at The Open University (UK), are also subject to institutional codes of conduct, including the [Standards and Behaviours at Work Policy](#).

As we use and integrate online platforms more fully into GO-GN activities, we recognise that the risks for online trolling/bullying can increase. This behaviour is unacceptable, and the organisers will be monitoring Zoom, Discord, and other online spaces. They will act decisively and swiftly to end behaviour they deem trolling. Anyone exhibiting trolling behaviour will be immediately removed from Zoom, Discord, or other online spaces.

Safeguarding

The presentation of concerns about possible breaches of this Code of Conduct will be treated as confidential by anyone contacting the GO-GN global coordination team. However, in cases where we believe there is a significant risk of harm to an individual or group, we may be obliged to report it to the relevant authorities in accordance with [The Open University \(UK\) policy on safeguarding](#).

Attribution

This Code of Conduct was developed in collaboration with GO-GN members and alumni. We are extremely grateful to everyone who participated in its development, and contributed their valuable ideas, resources and suggestions.

This version of our Code of Conduct was released during **April 2025**. GO-GN is committed to, at a minimum, annually reviewing this code to ensure it meets the needs of our membership.

The GO-GN Code of Conduct is licensed CC BY 4.0 (<https://creativecommons.org/licenses/by/4.0/deed.en>) and was adapted from the Inclusive Education Research Lab at Brock University's [Code of Conduct](#) by Rajiv Jhangiani; Oya Pakkal; Allison Rolle; and Karen Louise Smith, licensed [CC BY 4.0](#)

[International](#). The *GO-GN Code of Conduct* also incorporates revised sections of both the Open Education Global Conference 2024 Code of Conduct © 2024 by 2024 Conference Committee, which is licensed under [Creative Commons Attribution 4.0 International](#) and the [Open Education Conference Code of Conduct 2024](#), which is licensed under [Creative Commons Attribution 4.0 International](#) licence.