CODE OF CONDUCT

2025 MARCH

Introduction

At Stockholm Makerspace, everyone should feel welcome and safe as a member, regardless of background and/or level of knowledge. This document aims to clarify what is expected in terms of how we behave towards each other within the association. Together, we work to ensure that these principles are upheld when meeting in the space (or elsewhere during the association's activities) as well as in the communication channels used within the association (e.g., Slack, Facebook, notice boards).

As a member of Stockholm Makerspace, you agree to follow these principles.

The association's shared Resources

We share limited resources and do what we can to help each other realize their projects. Strive to leave the premises, tools, and machines in better condition than you found them. Clean, maintain, and improve as much as possible. If something breaks, own up to it and try to fix it. If you can't do it on your own, ask for help. Inform others so we collectively can take care of our shared resources and ensure everyone knows what is temporarily out of order or unavailable. When something breaks, we help each other understand what went wrong and fix it - focusing on constructiveness rather than blaming or shaming.

Skill Levels / Help

- We're all here to create, be creative, and learn more. Together, we have a wealth of knowledge and experience that benefits us both as individuals and as an association. Experience-sharing should always take place with respect for individual differences.

- **Asking:** It's good to ask for advice and help. Don't hesitate to ask!
- **Answering:** Responses should aim to be helpful, educational, and constructive. If you can't answer (due to lack of knowledge, time, or energy), convey that in a friendly way.
- **Offering Help:** If you offer help, understand that some people prefer to work or learn on their own. The person who is offered help should feel comfortable saying either yes or no.
- **Pointing out safety concerns:** We collectively prioritize safety. Neither people nor objects should be at risk if it can be avoided. Explain why the method being used might be an issue and suggest a better way. If someone points out that your actions could pose a risk, assume they mean well. If needed notify the board if there's a concern about continued severe safety risk.

Right to Work Undisturbed
- **Right to peace and quiet:** Avoid disturbing others more than necessary for the project you're working on. Be attentive to our different preferences regarding noise levels (including verbal communication, music, or not).
- **Right to decline social interaction:** Meeting and chatting can often be fun and rewarding. At the same time, we need to accept and respect that others may not have the time/interest/opportunity for social interaction at certain moments.
- **Be respectful of each other's time.** We do what we can so that everyone can make use of the time they set aside to be at Makerspace.

Social Interaction
- **Right to feel safe and secure:** Everyone has the right to feel safe and secure in our association. Threatening, unpleasant, or harmful behavior or language is not accepted.
  Show respect that people are different and may hold differing opinions, even if you don't understand or agree. Everyone has the right to their own thoughts, but avoid expressing yourself in ways that make others uncomfortable. Offensive behaviour, harassment, threats, and discrimination are not tolerated.
- **Right to sexual integrity:** This includes the right to be free from unwanted or inappropriate touch, sexual invitations, or harassment. Right to be respected in gender identity and preferred pronoun. As well as the right not to have to be asked questions about one's sexuality - including orientation and identity.
- **Right to avoid conversations/hearing about certain topics:** We have different interests and varying definitions of appropriate topics of conversation. It's acceptable to ask others to pause or relocate discussions if you find the subject sensitive or disturbing (for example politics, religion, personal matters, or sexuality may be sensitive topics).

When the Code of Conduct is not followed – what do we do?

1. **Direct Communication:** If someone violates the rules, address it directly with them. Many situations can be resolved by making the person aware of their behavior and its impact on others.
2. **Further Action:**
   If the problem persists contact the board at info@makerspace.se or a for a specific board member https://wiki.makerspace.se/Styrelsen . The board will discuss the matter with the involved parties based on the information provided. In case of more serious and/or repeated incidents, temporary or permanent suspension may be considered as a last resort.. If a crime has been committed, a police report may be made.

Final Encouragement
"Be excellent to each other" – prioritize respectful and supportive interactions.