

AllStarsWomen NFT Club and DAO Code of Conduct

AllStarsWomen NFT Club and DAO is dedicated to create a safe, inclusive, welcoming, and harassment-free collaboration space for everyone. All investors, leaders, ambassadors, members, staff, trainers, sponsors, volunteers, suppliers and partners are required to abide by the AllStarsWomen NFT Club and DAO Code of conduct at our events, in our discord, whatsapp, telegram groups, and social media networks.

Need help?

If you have a harassment concern, notify the staff or contact us:

support@allstarswomennftclub.com

Code of conduct

The AllStarsWomen NFT Club and DAO is a collaborative community that brings together professionals from around the world. Our community is dedicated to providing a safe, inclusive, welcoming, professional, harassment-free environment for everyone regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion and any other status protected by laws where we operate. The AllStarsWomen NFT Club and DAO code of conduct ensures we collectively create this kind of environment. This document expresses the behaviors we expect in our online groups or at 'In Real Life (IRL)' events, what is unacceptable behavior, how we address unacceptable behavior, and how to ask for help if needed. All participants are required to abide by the AllStarsWomen NFT Club and DAO Code of conduct. AllStarsWomen staff and their designated representatives will make sure to enforce it. We expect cooperation from all participants to help ensure a safe environment for everyone.

Expected behavior

All participants are expected to behave in accordance with professional standards, the AllStarsWomen NFT Club and DAO Code of conduct, applicable laws, and to the extent not contrary to the above, their respective employer's policies governing appropriate workplace behavior.

We are considerate

AllStarsWomen is an international community that attracts diverse people from a wide variety of ethnic, cultural, and religious backgrounds. We acknowledge that cross-cultural communication can often be complicated and encourage everyone to consider the impact of their words and actions on those with different backgrounds and experiences.

We are welcoming

One of the greatest strengths of the AllStarsWomen community is our inclusiveness. Making all participants feel welcome and included at AllStarsWomen Network is everyone's job.

We are respectful

All participants should strive to treat each other with dignity and respect, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion and any other status protected by laws in which we operate or our program is being held.

We are collaborative

If and when misunderstandings occur, we encourage people to work things out between themselves where this is practical. Where support is beneficial to achieve this, participants agree to ask for help. People are encouraged to take responsibility for their words and actions and listen to constructively-presented criticism with an open mind, courtesy, and respect. If people do not feel able to work out an issue between themselves, they are encouraged to seek advice from a third party to help mediate outside of AllStarsWomen.

To get help mediating you may contact : support@allstarswomennftclub.com

We lead by example

Anyone who represents the AllStarsWomen NFT Club and DAO, officially, informally, or otherwise, is a leader in our community. Leadership is not an award, right or title; it is a privilege, a responsibility, and a mandate. As leaders, they must act responsibly and set a good example towards others while representing the AllStarsWomen NFT Club and DAO.

Unacceptable behavior

We are an anti-bullying & anti-harassment community; thus, we do not tolerate any bullying of any kind and harassment from our investors, leaders, ambassadors, members, staff, trainers, sponsors, volunteers, suppliers and partners. Harassment is illegal, bullying is not but in AllStarsWomen we take both very seriously and treat both offenses the same. We ensure we keep our space a bully-free and harassment-free zone for our members. Bullying and harassment will not be tolerated in any form, including but not limited to bullying based on roles, wealthy, title, or positions in the society/digital or physical community/industry or harassment based on gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion or any other status protected by laws in which we operate or our program is being held.

To understand the difference between what is bullying vs. harassment, please see below :

1. Bullying, as identified by the Bullying Institute, is defined as “repeated mistreatment of an employee by one or more employees; abusive conduct that is: threatening, humiliating, or intimidating, work sabotage, or verbal abuse.”
2. Legally speaking, harassment involves unwelcome, severe or pervasive, verbal or physical behavior that is based on race, color, religion, sex, gender/gender identity, nationality, age, physical or mental disability, or genetic information.

Any report of bullying and harassment at AllStarsWomen NFT Club and DAO will be addressed immediately.

Bullying includes, but is not limited to:

1. Yelling or screaming (with cause or not cause) will be considered as terrorizing, especially in public online or offline which will cause humiliation.
2. Constructive criticism done professional will always be welcome, but berating and belittling the work of others (privately or in public) is not acceptable
3. If someone is keeping guard over a particular resource for the DAO and is consciously or not, withholds budget, passwords, software licenses, or any other resources that any member of the DAO may find necessary for success.
4. Any person who works to sabotage or discredit someone without properly reporting with facts and proof to the DAO is not acceptable.

Harassment includes, but is not limited to:

1. Verbal comments or imagery that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion and any other status protected by laws in which we operate or our program is being held.
2. Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment.
3. Abusive, offensive, or degrading language or imagery.
4. Language or imagery that encourages, glorifies, incites, or calls for violence, emotional, or physical harm against an individual or a group of people.
5. Intimidation, stalking, or Following.
6. Harassing, photography, or recording.
7. Sexual imagery. At a minimum, no images containing nudity or expressions of sexual relationships that might be deemed inappropriate for a business environment should be used.
8. Unwelcome sexual attention or advances or physical contact.
9. Advocating for, or encouraging, any of the above behavior.
10. No weapons of any kind or illegal drugs are permitted at AllStarsWomen NFT Club and DAO events.

Consequences of unacceptable behavior

Unacceptable behavior from any AllStarsWomen NFT Club and DAO member will not be tolerated. If a member or staff engages in unacceptable behavior, AllStarsWomen staff and designated representatives may take any of the following actions they deem appropriate, up to and including a temporary ban or permanent expulsion from the community or event without warning.

Unacceptable behaviors, but is not limited to:

1. Do not make any professional or commercial promises or enter into commercial engagement you cannot keep (and keep the ones you do)
2. Be honest in your dealing with anyone when you operate under AllStarsWomen or on behalf of AllStarsWomen
3. Deal with conflicts professionally
4. Take responsibility for your actions and your promises
5. Uphold confidentiality as promised (legally bound or verbally promised)

These actions may include, but are not limited to:

1. A warning to cease their behavior and that any further reports will result in further actions.
2. Removal from the AllStarsWomen NFT Club and DAO community and/or event.
3. Public announcement of disengagement from AllStarsWomen and request to cease all mention or usage of AllStarsWomen on all social media platforms and interactions with any person or entity IRL.
4. Not being allowed to attend future AllStarsWomen events, including local events, for a period of time or indefinitely.
5. Reporting behavior to the applicable authorities when necessary.

What to do if you witness or are subject to unacceptable behavior

If you feel threatened or violated as a result of intimidating, harassing, abusive, discriminatory, derogatory or demeaning conduct, please immediately notify an event staff member or contact us at support@allstarswomennftclub.com . Likewise, please immediately notify a leader or staff member if you notice that someone else is being subjected to such behavior.

SPECIAL NOTE

AllStarsWomen women NFT Club and DAO doesn't charge fees for any of the services provided by the club. AllStarsWomen is not responsible for any type of collaboration that members of AllStarsWomen NFT Club and DAO engage with other members. The terms of collaborations between members should be agreed upon clearly between parties involved, including fees charged for services or advice, etc. between members. AllStarsWomen NFT Club and DAO Staff are free to charge their private services but have to be precise that it is not AllStarsWomen charging them and have to obtain a prior written consent from the other party. AllStarsWomen NFT Club and DAO will not be able to help you on resolving payment issues. We strongly advise members to sign contracts before entering any collaboration with others to protect their rights.

We're all in this together

We have an amazing community and this document is designed to continue and strengthen our ability to safeguard and foster our members wellness and encourage the community's growth in a safe, productive and welcoming place by providing clarity and expectations around our members' behavior and responsibilities. Parts of this Code of conduct are derived from best practices used in other open-source project's Codes of conduct, including:

Linux Foundation

Ubuntu OS Feels

Ada Initiative

Geek Feminism

DrupalCon & Drupal Europe

WomenTech Network

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