

Project SPEAC is committed to maintaining a safe space for all persons regardless of age, gender identity and expression, sexuality, disability, body size, race, religion, or ethnicity. To ensure that the video conversations between students in Iran and in the United States are free of harassment and bias, we ask that all of our members and attendees abide by our Community Code of Conduct. Participants that violate Project SPEAC's Community Code of Conduct will be subject to disciplinary action up to and including expulsion from all video conversations.

Forms of Harassment

Harassment is defined as actions that threaten, intimidate, alarm, or put a person in fear of their safety. Below is a list of actions that are considered forms of harassment and will not be tolerated on Project SPEAC's video conversations:

- Verbal or written comments that are targeted against a person based on age, disability, ethnicity, race, nationality, gender identity and expression, sexual orientation, marital status, parental status, physical appearance, or religion
- Verbal or written comments that are sexually graphic or sexually suggestive
- Unwelcome sexual advances, either verbal or physical
- Unwelcome photography or recording
- Intimidation such as stalking or disregard of personal space
- Violent threats made against another person
- Advocating for, encouraging, or intentionally concealing any of the above behavior

Expectations

All participants in Project SPEAC video conversations, including teachers and students, are expected to treat other participants with respect. Keep in mind that something that was not said with the intent of harassment, i.e. something said as a "joke," may still be considered harassment. Participants are asked to stop any harassing behavior immediately, whether or not the request is given by someone in authority. Failure to cease offending behavior after a request to do so will result in immediate expulsion from Project SPEAC video conversations.

Participants in Project SPEAC video conversations that believe that they are either witnessing or experiencing harassment are encouraged to directly ask the offender to stop the behavior. This is, however, not a requirement as we also encourage participants to immediately report the behavior to Project SPEAC.

Project SPEAC recognizes that not everyone that experiences or witnesses harassment is likely to report or call out the offender immediately, so if this occurs, we still encourage participants to report any incidents even after the event has concluded.

Anyone who experiences or witnesses harassment, regardless of how they initially chose to handle the situation, is encouraged to report the incident to Project SPEAC (See “Reporting and Enforcement”). Even if the behavior stopped, it is possible that the behavior is part of a larger pattern of harassment. Reporting said behavior is an important part of Project SPEAC identifying and ending the pattern.

Policy Application

Project SPEAC’s Community Code of Conduct applies to all members of the Project SPEAC Community. This includes students, teachers, and website administrators. The policy applies to all video conversations, group messaging and emails, general social media posts, and online comment threads.

Reporting and Enforcement

Again, we encourage reporting an incident of harassment either during or after a video conversation, regardless of how you initially chose to handle the situation. To report an incident, please contact Project SPEAC any time at projectspeac@gmail.com.

When reporting, we ask that you do so as soon as possible. Enforcement is most effective when an incident is identified and intervened early. Timely reporting helps Project SPEAC to take immediate action to prevent future harassment.

After an incident is reported, it will be investigated by Project SPEAC. We value the privacy of those involved in an incident of harassment, including witnesses that report an incident. We will do our absolute best to respect confidentiality.

Those that are found to have violated Project SPEAC’s Community Code of Conduct will be immediately reprimanded. This includes, but is not limited to, expulsion from all video conferences and suspension or expulsion of a Project SPEAC membership. If escalation is necessary, Project SPEAC reserves the right to report behavior to the appropriate authorities.

Questions about Project SPEAC’s Community Code of Conduct? Please contact Project SPEAC at projectspeac@gmail.com.