

# Code of Conduct

All members as well as contractual and cooperation partners are bound by the rules of this code of conduct. It sets out the values, principles and actions that govern the Open Source Firmware Foundation. The purpose is to promote compliance with ethical standards and to create an environment that promotes integrity, respect and fair behavior.

## WHAT WE WISH FOR

We welcome and promote all forms of diversity. Therefore we attach great importance to inclusion and respect. This means that we are strongly committed to integration, because it is important to us to welcome our guests in a hospitable and open manner in order to meet each individual at eye level. Further, we attach great importance to respect. This means that we want all people to treat all people with mutual respect, regardless of faith, background, skin colour, gender, gender identity, age, sexual orientation, disability, physical appearance, height, race, ethnicity, religion, technology choices. We want to contribute to reduce bias, prejudice, racism, hatred and all forms of discrimination. We strongly believe that this can be achieved through greater understanding, appreciation and recognition of commonalities among all people.

## WHAT WE DO NOT WISH FOR

We reject bias, prejudice, racism, hatred, all forms of discrimination, offensive verbal and non-verbal expressions related to gender, gender identity, age, sexual orientation, disability, physical appearance, height, race, ethnicity, religion, technology choices, sexual images in public space, deliberate intimidation, stalking, consequences, harassment of photographs or recordings, persistent interruption of conversations and other events, inappropriate physical contact, and unwelcome sexual attention. We reject this not only at the Open Source Firmware Foundation, but also in the community, in social networks, mailing lists, chats or other spaces strictly. This also applies to any behavior that is contrary to our goals as well as any material distributed by members or sponsors of the foundation.

## WHAT HAPPENS IF

Violations of this Directive will be sanctioned (e.g. warning for minor offences). In serious cases, the responsible persons of Open Source Firmware Foundation reserve the right to exclude the rule-breaking member or sponsor of the foundation with immediate effect and without reimbursement of the annual fee.

## IN CASE OF EMERGENCY

If you are confronted with inappropriate behavior that constitutes a violation of this policy, please contact us directly. We will assist each member in the event of harassment or discomfort and will do our best to assist. To ensure a safe and relaxed environment for everyone, we expect everyone involved to work together.

All members and those involved in the foundation - commit themselves to the Code of Conduct formulated here by participating in the OSFF and thereby declare that they will comply with it. Violations of this Code of Conduct lead to consequences.