

# TAG Slack Code of Conduct

## Purpose

The TAG Slack workspace exists to foster peer connection, open knowledge exchange, and collaborative learning among professionals in philanthropy and technology. We strive to make this space **safe, inclusive, and valuable** for everyone.

Participation in the TAG Slack is a privilege extended to all current members, grounded in mutual respect and a shared mission.

## Community Access

TAG's Slack workspace is reserved for **current** TAG members who agree to abide by the code of conduct below. There is no limit for foundation and nonprofit staff with access.

TAG allows for **up to 10 members** of an Associate Organization to have access to the TAG Slack. This comes with the understanding that Associate Organization members **will not** contact people on Slack publicly or privately with sales-related inquiries.

If a TAG member leaves their organization, upon request and upon approval of the Executive Director, access to the TAG Slack can be provided for up to one month after departure.

## Community Values

We ask all members to uphold these core principles:

- **Respect:** Communicate with empathy, kindness, and openness.
- **Inclusion:** Honor diverse experiences, backgrounds, and perspectives.
- **Curiosity:** Approach conversations with humility and a desire to learn.
- **Transparency:** Share insights honestly and credit sources when appropriate.
- **Professionalism:** Maintain the integrity of the space as one for collegial exchange.

## Community Behavior

All members are expected to:

- Engage in a **positive, inclusive, and respectful manner**.
- Use threads to keep discussions organized.
- Stay on-topic within each channel and follow channel guidelines.
- **Give space** for different voices to be heard.
- Assume good intent but also **be open to feedback**.
- **Use Slack features responsibly:** set your availability, mute channels, and customize notifications as needed.

The following are not permitted in any public or private Slack interactions:

- Harassment, bullying, or discriminatory language of any kind.
- Lewd, suggestive, or offensive content.
- Sales or promotional outreach outside of #plugs-and-promo.
- Unsolicited DMs for business/sales purposes.
- Sharing of sensitive, confidential, or personnel-related information.
- Excessive self-promotion or monopolization of conversation.
- Disregard for channel guidelines or Slack etiquette.

Violations may result in warnings, content removal, or revocation of Slack access.

## Reporting and Enforcement

If you experience or witness behavior that violates this Code of Conduct, please reach out to any TAG staff member directly via DM or email.

TAG is committed to:

- Reviewing reports promptly and confidentially.
- Investigating and acting fairly.
- Communicating moderation decisions where appropriate.
- Auditing membership and usage **twice a year** to ensure alignment with community values.

Moderation actions may include:

- A private reminder of the Code of Conduct.
- A formal warning.
- Temporary suspension from the Slack space.
- Permanent removal from the Slack space.

Final decisions rest with TAG's Executive Director, with input from relevant staff.

## Requesting New Features

We support community-driven growth!

- **New Channels:** Post in #tag-general at least 3×/month to gauge interest in a potential new channel/topic.
- **User Groups:** Foundation staff can propose moderated groups for specific platforms.
- **Integrations:** Must serve a clear need and respect data/privacy concerns.

Contact the Director of Community Engagement to propose changes.

## Additional Notes

- Slack is not a System of Record (SoR). Do not store or share foundation records here.
- Slack is not a document repository or compliance tool.
- **This is *your* community space.** We welcome input, suggestions, and volunteers who want to help steward the culture of TAG Slack. Reach out to the Director of Community Engagement to get involved.