

Code Of Conduct Report Determination 2023-06-5.1

This report has been investigated and is deemed Substantiated.

BACKGROUND AND DESCRIPTION

This determination involves multiple reports concerning a member (referred to here as Person of Concern). The reports describe violations of MakeICT's Code of Conduct spanning several months, and sources include prospective, current, and former members.

HISTORY

The Person of Concern's record includes, but is not limited to, the following actions. 3rd party and anonymous reports are noted as such. The infractions are listed by report, as in: one row = one report, except where noted as "reported by multiple."

	Infraction(s)	Target(s)	Finding
A	<ul style="list-style-type: none">● Discrimination on the basis of race	Group of members	Credible
B	<ul style="list-style-type: none">● Discrimination on the basis of race	Anonymized 3rd party	Credible
C	<ul style="list-style-type: none">● Discrimination on the basis of age	Two prospective members	Credible
D	<ul style="list-style-type: none">● Deliberate intimidation● Continued one-on-one communication after requests to cease● Harassing recording● Contributing to an unwelcoming environment (report of a member feeling uncomfortable about sharing the same space as Person of Concern)	One member	Credible
E	<ul style="list-style-type: none">● Deliberate intimidation by attempting to enlist others in group intimidation	One member	Credible

	<ul style="list-style-type: none"> ● Harassing recording ● Contributing to an unwelcoming environment 		
F	<ul style="list-style-type: none"> ● Incitement of others to commit harm ● Contributing to an unwelcoming environment 	A group of members	Credible
G	<ul style="list-style-type: none"> ● Disruption of discussion ● Contributing to an unwelcoming environment 	A group of members	Credible
H	<ul style="list-style-type: none"> ● Pattern of openly insulting a specific person on the forum 	One member	Credible
I	<ul style="list-style-type: none"> ● Pattern of openly insulting a specific person on the forum 	Reported by the Target, as well as multiple observers	Credible
J	<ul style="list-style-type: none"> ● Misrepresentation of facts for the purpose of maligning another 	One member	Credible
K	<ul style="list-style-type: none"> ● Contribution to an unwelcoming environment 	3rd party anonymized	Credible
L	<ul style="list-style-type: none"> ● Contribution to an unwelcoming environment 	3rd party anonymized	Credible
M	<ul style="list-style-type: none"> ● Contribution to an unwelcoming environment 	3rd party anonymized	Credible
N	<ul style="list-style-type: none"> ● Contribution to an unwelcoming environment 	3rd party anonymized	Credible

These reports are taken together here, for the purposes of this Determination, on the grounds that they represent a cumulative, mounting concern for the MakeICT community and organization.

MakeICT as a Community

MakeICT prides itself on cultivating a welcoming atmosphere for novices and experts of diverse backgrounds and walks of life, because this is critical to maintaining a strong community of

makers. Therefore every member is reminded to be “excellent to each other,” for the purpose of “providing a harassment-free experience for everyone.”

In contradiction of this spirit, the Person of Concern has engaged in actions recognized by those impacted, and by the Committee, as racist discrimination. Along with these actions the Person of Concern was found to have engaged– and continues to engage– in repeated, sustained harassment of other members in person, on the forum, and in electronic communications.

This harassment has alienated members, and prospective members, to the point of refusing to participate in the MakeICT community. To put it bluntly, people with valuable contributions to make, some with long histories of such contribution, are discouraged from doing so by the Person of Concern’s behavior.

MakeICT as an Organization

The Person of Concern’s conduct may present a potential threat to MakeICT as a 501(c)(3) consideration, based on both the factors described above, and because of the inherent and unique access provided to members in positions of power that enables them to perpetuate harassment of others, should they choose to engage in such. The Person of Concern is expected to potentially take advantage of this choice.

ACTION

The Committee has reviewed all relevant documentation, conducted investigations, and convened for internal consideration.

FINDINGS

The evidence described above has been found credible by the Committee.

RECOMMENDATION

The Committee recommends that the Board immediately revoke the membership of the Person of Concern, including key card and access to online content.