

TORNOG Code of Conduct

Purpose

TORNOG (Toronto Network Operators Group) exists to strengthen the Internet community by fostering open technical collaboration, professional development, and the exchange of operational knowledge. We believe the best ideas emerge when people with diverse backgrounds and experience levels can participate in an environment built on mutual respect, curiosity, and professionalism.

This Code of Conduct reflects the values of the TORNOG community and helps ensure that all participants feel welcome, respected, and able to contribute.

Scope

This Code of Conduct applies to all official TORNOG activities, including conferences, meetups, workshops, social events, mailing lists, online forums, social media channels, and any other community spaces organized or operated by TORNOG.

Our Expectations

All participants are expected to:

- Treat others with professionalism, courtesy, and respect.
- Participate in discussions in good faith and assume positive intent where reasonable.
- Encourage thoughtful technical discussion, constructive feedback, and knowledge sharing.
- Welcome participants of all backgrounds and experience levels.
- Respect differing opinions and engage in healthy technical debate.
- Help create an environment where newcomers feel comfortable asking questions and contributing.
- Respect volunteers, speakers, sponsors, venue staff, and fellow attendees.

Learning and Collaboration

TORNOG is a community built on learning. Whether you are attending your first meetup or have decades of operational experience, every participant has something valuable to contribute. Experienced professionals are encouraged to mentor others, share operational experience, and help build the next generation of Internet operators.

Unacceptable Conduct

The following behaviors are inconsistent with the values of TORNOG:

- Harassment, discrimination, intimidation, bullying, or threats.
- Personal attacks, abusive language, or insulting remarks.
- Unwelcome sexual attention or inappropriate physical contact.
- Deliberate disruption of presentations, discussions, or community activities.
- Recording or photographing individuals against their expressed wishes where reasonable accommodations have been requested.
- Any conduct that creates an unsafe, hostile, or exclusionary environment.

Technical disagreement is expected; challenge ideas - not individuals. Personal hostility has no place in the TORN OG community.

The examples above are not exhaustive. Organizers may determine that other conduct is inconsistent with the spirit and intent of this Code.

Vendor Neutrality

TORN OG welcomes sponsors and values their support. Technical sessions should prioritize education, operational experience, and the open exchange of ideas over product promotion. Sponsors are encouraged to engage with attendees while respecting the community's educational and vendor-neutral focus.

Photography and Media

Photography and video recording may take place during TORN OG events for community and promotional purposes. If you prefer not to appear in photographs or recordings, please notify an organizer and we will make reasonable efforts to accommodate your request.

Reporting Concerns

If you experience or witness behavior that may violate this Code of Conduct, please contact a TORN OG organizer or email conduct@tornog.ca.

Reports will be handled respectfully and treated as confidential to the extent reasonably possible. Information will be shared only with those responsible for reviewing and addressing the concern. We recognize that misunderstandings can occur and, where appropriate, encourage respectful resolution.

Enforcement

TORN OG organizers reserve the right to take appropriate action in response to conduct that violates this Code. Depending on the circumstances, this may include a private warning, removal from an event without refund, or restriction from future TORN OG activities.

Our Commitment

Every participant contributes to the culture of the TORN OG community. By treating one another with professionalism, respect, and curiosity, we create an environment where people can learn, collaborate, and build a stronger Internet together.