

DNN MVP Code of Conduct

The DNN MVP Program is a community-based program dedicated to recognizing community leaders. Participation in the MVP program is subject to the observance of the program's code of conduct. The code of conduct is a set of rules outlining the social norms and rules and responsibilities of, or proper practices for the DNN MVP Program members.

All members of the DNN community are expected to demonstrate these basic standards, and the behaviors detailed herein are required to be demonstrated by community members prior to acceptance of the DNN MVP Program.

Any DNN Community member or DNN Corp staff member who violates the Code of Conduct is subject to removal from the program. If an MVP is removed from the program they will also be removed from any listing in the MVP directory.

Do:

- Be positive, kind, and courteous.
- Be friendly.
- Feel free to provide feedback, but keep it constructive.
- Add a profile picture and fill out your profile! It's easy and quick, and helps people discover you as an MVP.
- Be friendly, welcoming, and patient
- Be open to differing opinions & experiences, our diversity in experience is the strongest asset to the group
- Remember that people have varying communication styles and that not everyone is using their native language. (Meaning and tone can be lost in translation.)
- Be thoughtful. Productive communication requires effort. Think about how your words will be interpreted.
- Remember that sometimes it is best to refrain entirely from commenting.
- Be respectful, in particular, respect differences of opinion.
- Be charitable
- Interpret the arguments of others in good faith, do not seek to disagree. When we do disagree, try to understand why.

Don't:

- Be negative. Constructive feedback is good, but avoid personal remarks, sarcasm and blame.
- Use crazy fonts, profanity, or ALL CAPS. All caps and strange fonts are annoying. Not only does it look like shouting, it makes others want to use profanity.

- Avoid destructive behavior:
 - Being Disrespectful: This includes threats, harassment, stalking, abuse, slurs, profanity, personal attacks, sexual remarks or innuendos, physical violence, or public speculation about others.
 - Derailing: stay on topic; if you want to talk about something else, start a new conversation.
 - Illegal Activity: MVPs will not publish, post, distribute, or disseminate defamatory, infringing, obscene, or other unlawful material or discussion. This includes, but is not limited to, child pornography, bestiality, incest, illegal drugs, software piracy, discriminatory/racist statements or images and harassment
 - Unconstructive criticism: don't merely decry the current state of affairs; offer—or at least solicit—suggestions as to how things may be improved.
 - Snarking (pithy, unproductive, sniping comments)
 - Discussing potentially offensive or sensitive issues; this all too often leads to unnecessary conflict.
 - Discrimination or harassment: No discrimination or harassment related to age, ancestry, color, gender identity or expression, marital status, medical condition, national origin, physical size, physical or mental disability, political affiliation, veteran status, race, religion, sex (including pregnancy), sexual orientation, or technology choices.
 - Microaggressions: brief and commonplace verbal, behavioral and environmental indignities that communicate hostile, derogatory or negative slights and insults to a person or group.

Reporting an incident

Incidents that violate the Code of Conduct can be extremely damaging to the DNN Community and MVP Program, and therefore will not be tolerated. The silver lining is that, in many cases, these incidents present a chance for the offenders, and the teams at large, to grow, learn, and become better.

To report an incident please include the following:

- Name of the MVP participant in violation of the Code of Conduct
- The location in which the incident occurred
- The behavior that was in violation
- The approximate time of the behavior
- The circumstances surrounding the incident
- Other people involved in the incident

Please submit this info in an email to community@DNNSoftware.com.

Incident Resolution

All reported incidents will be reviewed and the actions investigated. At the discretion of the community coordinator initial offenses can be addressed via a formal warning, however, egregious or repeat offenses will result in removal from the MVP program.

If an MVP is removed from the program they will not be eligible to be an MVP for the next annual MVP cycle, but can return after the next cycle should they be renominated and approved.