

Hedera Code of Conduct

Last Updated: September 2020

Overview

[The Hedera MVP Program recognizes key individuals for their hard work and tireless efforts to grow, foster, and educate the Hedera community. They are members of the Hedera community who have gone above and beyond by coordinating a wide array of meetups, consistently providing insightful and educational community content, and assisting with global Hedera events and outreach.]

Diversity and inclusion make our community strong, but they can sometimes give rise to miscommunication and conflict. Therefore, we ask that you adhere to the following Code of Conduct when participating within the Hedera community or representing Hedera, both online and in person, to ensure all community members feel welcome and valued so as to foster collaboration and innovation.

Code of Conduct

The Code of Conduct applies equally to all participants of the Hedera MVP Program as well as the Hedera staff. This is not an exhaustive list of prohibited behavior, but rather a set of principles for maintaining a safe, helpful, friendly and inclusive community.

How to Communicate

1. Be considerate, friendly and patient.
2. Be respectful of other people, opinions, and viewpoints.
3. Be understanding and strive to resolve disagreements constructively.
4. Choose your words carefully and refrain from all forms of harassment, including but not limited to: violent threats or language directed against another person; discriminatory jokes and language; posting sexually explicit or violent material; posting or threatening to post other people's personally identifiable information; personal insults; derogatory, racist or sexist terms; unwelcome sexual attention.
5. Do not engage in talking negatively about competitive blockchains and distributed ledgers or organizations in the space—it is okay to compare and contrast differences but not to engage in negative discussions.
6. Do not offer to buy or sell hbars or engage in price speculation.
7. Do not promote any giveaway or contest not endorsed by Hedera.
8. Do not encourage tax evasion, promote information leaks, reveal personal information, or otherwise break the law.

How to Represent Hedera

1. Openly share and discuss Hedera's thought leadership and marketing material intended to be distributed; however, keep confidential any information about Hedera that has not yet been shared with the public.
2. Act and speak professionally in a manner that reflects positively on Hedera and the Hedera Hashgraph community.

3. Do not make inaccurate or deceptive statements about Hedera or its products and services.
4. Respect Hedera Hashgraph's Brand Guidelines and Trademark Policy.
5. Properly present your role as a Hedera MVP on LinkedIn or other social media, as well as at virtual and in-person events, i.e., do not present yourself as a Hedera employee or Hedera partner.
6. Speak only for yourself when asked for your opinion while serving as an MVP and make it clear that your personal opinion may differ from that of Hedera or Hedera's staff.
7. Avoid conflicts of interest at all cost between your professional day job and your role as MVP. While we want you to succeed in your own profession, please refrain from promoting your company or selling your products/services while representing Hedera.

Reporting Violations

Words and actions have consequences. Violating this Code of Conduct will not be tolerated.

If you are the subject of, or witness to, any violations of this Code of Conduct, please contact us at lina@hedera.com. Please note we are committed to protecting the safety and privacy of anyone who reports a violation.

Hedera has the right, in its sole discretion, to take any action deemed appropriate for such infractions, up to and including removal from MVP Program and/or involvement with law enforcement.