



UPROOT

The Uproot Project: Code of Conduct

Code of Conduct for The Uproot Project

As members of The Uproot Project, we are committed to upholding the highest standards of integrity, professionalism, and respect. Our work is driven by a dedication to bringing diverse voices to the forefront of environmental reporting. To ensure the integrity and effectiveness of our organization, we abide by the following code of conduct.

The Uproot Project Membership Guidelines

Respect and Sensitivity

We respect the dignity, privacy, and rights of all individuals, especially those who are members of the network.

We strive to represent diverse perspectives and experiences within all communities of color, avoiding stereotypes and harmful narratives.

We recognize the intersectionality of environmental issues with race, ethnicity, gender, class, and other social factors, and we approach our reporting as well as interactions within the network with sensitivity and empathy.

Accountability and Transparency

We hold ourselves accountable for the quality and impact of our communications, reporting, and social media postings, acknowledging and correcting errors promptly and transparently.

In return, The Uproot Project is transparent about our funding sources, partnerships, and affiliations, ensuring that they do not compromise our organizational independence or integrity.

We engage in constructive dialogue with our audience and members, welcoming feedback and addressing concerns with openness and humility.



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[@uproot_project](https://twitter.com/uproot_project)



info@uprootproject.org



[@uprootproject](https://www.instagram.com/uprootproject)



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Inclusivity and Equity

We actively work to amplify the voices and perspectives of communities of color that are often marginalized, misrepresented, or underrepresented in mainstream media.

We recognize the importance of fostering a supportive and inclusive environment for journalists of color, providing opportunities for professional growth, mentorship, and networking.

The Uproot Project's Events Guidelines

The Uproot Project's events are open to all members and guests of the network. We are committed to providing a safe, inclusive, and welcoming environment for all, regardless of race, national origin, age, sex, gender, sexual orientation, disability, ethnicity, or religion. This code of conduct outlines expectations for attendees' behavior at virtual and in-person events, including the consequences of unacceptable behavior. The Uproot Project expects all participants (speakers, attendees, staff, volunteers, partners, and other guests) to abide by this code of conduct at all events, meetings, and activities. Failure to do so may result in expulsion from an Uproot Project event or activity.

Expected Behavior

Every member and guest has the right to participate in Uproot events and membership meetings without fear of harassment, intimidation, oppression, or discrimination. Uproot Project members and guests are expected to:

- Treat everyone with respect
- Be considerate, respectful and collaborative
- Refrain from demeaning, discriminatory, or harassing behavior and speech
- Immediately inform the event organizer, Uproot Project director, or a representative of Uproot's steering committee if you experience or perceive to be receiving any form of such harassment (conduct@uprootproject.org)
- Please be respectful to all patrons of public spaces and venues hosting any Uproot events



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Unacceptable Behavior

Unacceptable behavior includes, but is not limited to: interrupting, intimidating, threatening, harassing, abusive, discriminatory, denigrating, degrading, derogatory, demeaning, or disorderly conduct. The Uproot Project requires all members and participants to adhere to the rules and regulations of any venue where a networking event is held.

Harassment can take many forms and may include, but is not limited to, the following: slurs, offensive jokes, statements, gestures, photographs, drawings, cartoons or pictures, assault, impeding or blocking another's movement, or otherwise physically interfering with activities, conducting unwanted audio or visual recordings, violating someone's personal space, engaging in leering, stalking, staring, intimidating or threatening behavior, or making offensive comments via electronic communication or on social media platforms (emails, telephone calls, voicemails, text messages, Twitter, etc.)

Sexual harassment, in particular, may include all of these prohibited actions, as well as other unwelcome conduct, such as requests for sexual favors, conversation containing sexual comments, physical contact, lewd or offensive behavior or language, and other unwelcome sexual advances. The Uproot Project reserves the right to determine what constitutes unacceptable behavior.

Consequences of Unacceptable Behavior

Unacceptable behavior will not be tolerated by any staff member, volunteer and/or participant at an Uproot Project event or activity and will be promptly addressed. Anyone asked to stop engaging in unacceptable behavior is expected to comply immediately. If a participant engages in unacceptable behavior, The Uproot Project may take any reasonable action the network deems appropriate considering the circumstances, up to and including immediate expulsion without warning from an event and without refund of any registration or other fees, revocation of that individual's membership, and a permanent ban from Uproot's social media and messaging platforms, future events and activities.



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Reporting Unacceptable Behavior

To report unacceptable behavior directly to The Uproot Project, please follow these steps:

1. **Document the Incident:** Take note of the details surrounding the unacceptable behavior, including the date, time, location, individuals involved, and any witnesses.
2. **Contact The Uproot Project:** Reach out to Uproot using the email addresses provided below. Please clearly articulate the incident and provide as much relevant information as possible.

Your report will be treated with confidentiality and sensitivity. Uproot takes all reports seriously and respects the privacy of those involved. Depending on the situation, a member of The Uproot Project staff or advisory board may follow up with you for additional information or clarification. They will keep you informed about the progress of the investigation and any actions taken in response to your report.

Harassment will not be tolerated among The Uproot Project members or at events and activities. If you are subject to harassment or any other form of unacceptable behavior, if you witness others being subjected to unacceptable behavior, or if you have any other concerns, please notify The Uproot Project by sending an email to the task force at conduct@uprootproject.org. We encourage you to report criminal conduct to the appropriate authorities. An Uproot Project representative will be made available to help participants contact event venue security or local law enforcement, to provide escorts, or to otherwise assist those experiencing unacceptable behavior to feel safe for the duration of in-person or virtual events and for the duration of their Uproot membership.

Violators of the code of conduct will be referred to the Uproot Project's code of conduct task force, which will examine the facts surrounding the violation and will render a decision and a final course of action based on that review. The Uproot Project offers high-quality journalism training and programming across all platforms. We strive to maintain an environment that matches the goals outlined in our mission to serve as a resource for and



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support underrepresented journalists of color. Ensuring that this space is fair, just, and equitable for all is our priority, and we will work to ensure that all viewpoints are respected and all people are welcome.

Social Media Policy

All Uproot members and/or event attendees are encouraged to share their personal experience of any events, activities, or membership benefits and post their own social media content, in a manner that upholds and honors the code of conduct. Social media posts should not infringe on the rights of Uproot Project members or attendees, vendors, sponsors, or third parties at Uproot Project events. Social media posts should not contradict the mission and values of The Uproot Project and its members.

Any act of infringement includes, but is not limited to, defamation or noncompliance of intellectual property rights. The Uproot Project will not tolerate homophobic, racist, sexist, ageist, hateful, or discriminatory comments across any of the network's social media platforms.

Conduct Agreement

By adhering to this code of conduct, we affirm our commitment to excellence, integrity, and solidarity in the pursuit of environmental justice and equity through journalism under The Uproot Project.

Contact Information

Lucia Priselac, The Uproot Project Director - lucia@uprootproject.org

Code of Conduct Reporting - conduct@uprootproject.org

Monica Samayoa, The Uproot Project Chair - info@uprootproject.org



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