

Code of Conduct

The behaviour we expect of everyone in our spaces, and what follows if it is breached.

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OWNER	Member Experience Lead
REVIEW CYCLE	Annual
STATUS	Adopted

1 Purpose and Scope

This Code of Conduct sets the behavioral standards for everyone who participates in LinkScape. LinkScape is a youth-led open-source and AI community whose members include high school and university students, some of whom are minors. A clear, enforceable Code of Conduct is foundational to keeping that community safe, welcoming, and productive.

This Code applies to all Executive Leaders, Members, Fellows, Contributors, advisors, and guests, across every LinkScape space: GitHub repositories, Slack, video meetings, in-person and virtual events, and any communication conducted on behalf of LinkScape.

2 Our Standards

2.1 Expected Behavior

- Treat every person with respect, empathy, and good faith.
- Welcome newcomers and help others learn; assume competence and positive intent.
- Give and accept constructive feedback graciously, focusing on ideas rather than individuals.
- Respect differing viewpoints, experiences, backgrounds, and levels of ability.
- Credit others' work and honor open-source licenses and attribution requirements.
- Take responsibility for mistakes, apologize to those affected, and learn from the experience.
- Prioritize the safety and wellbeing of younger members in every interaction.

2.2 Unacceptable Behavior

- Harassment, discrimination, or intimidation of any kind (addressed in detail in PP-06 Anti-Harassment Policy).
- Sexual language, imagery, or advances; any sexual attention toward or contact with a minor is strictly prohibited and will be reported.
- Personal attacks, insults, trolling, or deliberately disruptive behavior.
- Publishing others' private information (doxxing) without explicit consent.
- Plagiarism, license violation, or misrepresenting others' work as one's own.
- Use of LinkScape resources — including the compute fleet — for illegal, harmful, or unauthorized purposes.
- Sustained disruption of discussions, events, or collaborative work.

3 Reporting Mechanisms

Anyone who experiences or witnesses a violation is encouraged to report it. Reports may be made through any of the channels below and will be handled as confidentially as possible.

Channel	Use For	Contact
Direct to leadership	Most concerns	conduct@linkscape.app
Slack DM	Time-sensitive or informal	Any Executive Leader
Escalation (minor safety)	Any concern involving a minor's safety	CFO (safety/security owner) + Hack Club
Anonymous form	When anonymity is preferred	Linked in #general channel topic

Concerns involving the safety of a minor are escalated immediately to the CFO, who owns safety and security escalation, and to Hack Club as fiscal sponsor. Serious matters may require reporting to law enforcement or child-safety authorities.

4 Enforcement Procedures

1. Acknowledgment: reporters receive acknowledgment within 48 hours.
2. Review: leadership reviews the report, gathers context, and speaks with those involved.
3. Determination: leadership determines whether a violation occurred and its severity.
4. Action: a proportionate consequence is applied (Section 5) and documented.
5. Follow-up: the reporter is informed of the outcome to the extent permitted by privacy obligations.

Reviewers with a conflict of interest in a matter must recuse themselves per the G-05 Conflict of Interest Policy. Records of conduct matters are retained confidentially for a minimum of five years.

5 Consequences for Violations

Level	Example	Typical Consequence
Correction	First, minor lapse	Private written reminder of standards
Warning	Repeated or moderate violation	Formal warning; defined period of restricted interaction
Temporary suspension	Serious violation or continued behavior	Removal from spaces for a defined period
Permanent removal	Severe violation or pattern of abuse	Permanent ban from all LinkScape spaces

Consequences escalate with severity and recurrence. Severe violations — especially those endangering a minor — may result in immediate permanent removal without prior warning.

6 Acknowledgment

All Members and Fellows acknowledge this Code of Conduct during onboarding (PP-04). Continued participation constitutes ongoing agreement to uphold it.

Approval and Adoption

Adopted upon signature by the officers below. Pending ratification at Sprint 0 (see LS-REG-001).

Document Maintenance Log

Version	Date	Author	Changes
1.0	July 23, 2026	LinkScape Leadership	Initial release

LinkScape operates as a fiscally sponsored project of The Hack Foundation dba Hack Club, a 501(c)(3) nonprofit. Hack Club holds the charitable status and every dollar moves through Hack Club Bank.

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