

NASSP Code of Conduct

NASSP administers programs and services designed to support the development and recognition of school leaders. Programs and services are experienced at in-person events, but there is also engagement and participation online in social media, webinars, web meetings, virtual conferences, and other mediums. In addition to NASSP's Safe Environment Policy, which outlines guidelines for respectable behavior and engagement at event sites, NASSP also requires all program participants to review our Online Code of Conduct.

Online Code of Conduct

The following guidelines apply to virtual conferences, webinars, web meetings, and online communities (e.g. Adviser Online Community), social media campaigns, and contests administered by NASSP (including National Honor Society, National Junior Honor Society, National Elementary Honor Society, and National Student Council).

Safe Online Environment

Participants in NASSP online programs and services have the right to express themselves. However, participants are expected to treat each other—as well as moderators, leaders, and administrators of online communities—with courtesy and respect. Offensive or inappropriate language is not to be used in any form of communication. Participants are certainly allowed to disagree with each other and be critical, but must do so in a civil manner.

Harassment and discrimination are illegal and express disrespect and abuse of authority, as well as undermine relationships and interfere with learning and productive work. NASSP prohibits any form of harassment based on race, color, religion, national or ethnic origin, sexual orientation, age, disability, or gender that has the purpose or effect of substantially interfering with a participant or staff member's ability to participate in or monitor program activities, or which creates an intimidating, hostile, or offensive environment.

NASSP Standards

Examples of **POSITIVE WAYS** to help maintain and build a safe online community include:

- Listening and learning, and being respectful of differing opinions, viewpoints, and experiences

- Respecting the online space for the intended learning, engagement, and experience objectives for all attendees/participants
- Giving and accepting constructive feedback, when applicable
- Demonstrating empathy and kindness toward other people
- Accepting responsibility and apologizing to those affected by our mistakes, and learning from the experience

Examples of **UNACCEPTABLE** behavior include:

- The use of sexualized language or imagery and sexual attention or advances of any kind
- The possession and/or use of any alcoholic beverages, tobacco, illicit drugs, or narcotics displayed in an online community
- Trolling, insulting or derogatory comments, and personal or political attacks
- Public or private harassment, or bullying
- Publishing others' private information, such as a physical or email address, or photos without their explicit permission
- Other conduct which could reasonably be considered inappropriate in an educational and/or professional setting including the use of inappropriate screen/usernames

Enforcement Responsibilities

NASSP takes responsibility for enforcing standards of acceptable behavior and will take appropriate and fair corrective action in response to any behavior that it deems inappropriate, threatening, offensive, or harmful.

NASSP has the right and responsibility to remove, edit, or reject comments, and other contributions in NASSP's online spaces that are not aligned to this Online Code of Conduct, and will communicate reasons for moderator moderation decisions when appropriate.

NASSP will follow the below Enforcement Guidelines in determining the consequences for any action it deems in violation of this Online Code of Conduct. A violation of any of these policies and/or guidelines could result in a participant or a group (e.g. a Leadership Network) being banned from online community activities, including virtual conferences, future webinars/web meetings, and online communities and groups, if applicable. NASSP may also notify the participant's school leaders as part of the communication.

Scope

This Online Code of Conduct applies within all community spaces and also applies when an individual is officially representing the community in public spaces. Examples of representing our community include using an official email address, posting via an official social media account, or acting as an appointed representative at an online or offline event.

Reporting Unacceptable Behavior/Enforcement

Instances of abusive, harassing, or otherwise unacceptable behavior may be reported to the community leaders responsible for enforcement via email at networks@nassp.org. All complaints will be reviewed and investigated promptly and fairly.

Enforcement Guidelines

1. Correction

Community Impact: Use of inappropriate language or other behavior deemed unprofessional or unwelcome in the community.

Consequence: A private, written warning from community leaders, providing clarity around the nature of the violation and an explanation of why the behavior was inappropriate. A public apology may be requested.

2. Warning

Community Impact: A violation through a single incident or series of actions.

Consequence: A warning with consequences for continued behavior. No interaction with the people involved, including unsolicited interaction with those enforcing the Online Code of Conduct, for a specified period. This includes avoiding interactions in community spaces as well as external channels like social media. Violating these terms

may lead to a temporary or permanent ban from specific or all virtual communities administered by NASSP.

3. Temporary Ban

Community Impact: A serious violation of community standards, including sustained inappropriate behavior.

Consequence: A temporary ban from any sort of interaction or public communication with the community for a specified period. No public or private interaction with the people involved, including unsolicited interaction with those enforcing the Online Code of Conduct, is allowed during this period. Violating these terms may lead to a permanent ban.

4. Permanent Ban

Community Impact: A serious flagrant violation of community standards, or demonstrating a pattern of violation of community standards, including sustained inappropriate behavior, harassment of an individual, or aggression toward or disparagement of classes of individuals.

Consequence: A permanent ban from any sort of public interaction within the community.

NASSP Guidelines for Content Presentation and Sharing

Intellectual Property Rights

You should only share content in NASSP virtual spaces that you own, or that you are otherwise authorized to share. If you share content in NASSP virtual spaces that you do not own or otherwise do not have the rights to share, you may be infringing another person's intellectual property rights. This includes any third party content included in your content, derivative creations, or performances of others' copyrighted content. We encourage you to assess your content for adherence to applicable intellectual property laws and the proper application of principles such as fair use, and to secure all appropriate rights needed, before sharing your content in NASSP virtual spaces.

Any unauthorized content you share in NASSP virtual spaces may be subject to a takedown by the rights holder(s) to remove the infringing content, and is a violation of our Terms of Service and Community Guidelines. Multiple violations of our policies may lead to a permanent suspension of your account.

Examples of content you cannot share in NASSP virtual spaces without permission from the copyright owners or other authorization include:

- Sharing other creators' content
- Sharing content from other sites
- Showing movies, television shows, or sports matches
- Playing music you do not own or do not have the rights to share

Impersonation

Content or activity meant to impersonate an individual or organization is prohibited. Any attempts to misrepresent yourself as a member or representative of NASSP will result in indefinite suspension.

Spams, Scams, and Other Malicious Content

Any content or activity that disrupts, interrupts, harms, or otherwise violates the integrity of NASSP Student Leadership services or another user's experience or devices is prohibited. Such activity includes:

- Posting large amounts of repetitive, unwanted messages or user reports
- Distributing unauthorized advertisements
- Phishing
- Defrauding others
- Spreading malware or viruses
- Misinformation (such as feigning distress, posting misleading metadata, or intentional channel miscategorization)
- Tampering (such as artificially inflating follow or live viewer stats)
- Selling or sharing user accounts
- Defacing, or attempting to deface, website pages (such as uploading inappropriate or malicious content)

Attribution

NASSP's Online Code of Conduct adapted principles from the Contributor Covenant, version 2.0, available [here](#).

Community Impact Guidelines were inspired by [Mozilla's code of conduct enforcement ladder](#).