



Cyber Kindness

Kindness is a security control

CHALLENGE IDEAS. RESPECT PEOPLE. RAISE STANDARDS.

A CYBER KINDNESS RESOURCE

Code of Conduct Template

How to use this template. Replace the highlighted placeholders with your own details before publishing, and adapt the wording to fit your setting, whether a workplace, an event or an online community. Placeholders appear in purple.

Adopted in support of Cyber Kindness, because kindness is a security control.

Purpose

[Organisation, event or community name] is committed to a kinder, safer and more respectful environment for everyone involved in cyber security. This code of conduct sets out the behaviour we expect, the behaviour we will not accept and how to raise a concern. High standards and human decency belong together, and this code is how we hold both.

Who This Applies To

This code applies to everyone taking part in [organisation, event or community name], including [employees, members, speakers, delegates, volunteers and guests]. It applies in person and online, including in chat channels, social media and any related spaces.

What We Expect

- **Make everyone feel welcome, no exceptions.** If you cannot make everyone feel welcome, you are not welcome.
- **Challenge ideas, not people.** Debate the work and the thinking, never a person's worth, identity or background.
- **Treat everyone with respect.** Be considerate and inclusive, and mindful of how your words and tone land in person and online.
- **Hold high standards with kindness.** Give and receive feedback honestly and without humiliation.
- **Make room for everyone.** Welcome people who are new, returning or from different backgrounds and ways of working.
- **Support those around you.** Speak up safely if you see someone being treated badly.
- **Respect privacy when taking pictures.** Ask before you photograph, film or record anyone, and stop if someone says no.

Unacceptable Behaviour

We will not accept:

- Bullying, harassment, intimidation or abuse in any form.

- Discrimination or exclusion based on any personal characteristic.
- Personal attacks, humiliation or cruelty dressed up as banter or rigorous debate.
- Gatekeeping or belittling people for what they do not yet know.
- Unwanted contact, stalking or sharing someone's private information without consent.
- Any conduct that makes others feel unsafe or unwelcome.
- Photographing, filming, recording or sharing images of someone without their consent.

Photography, Recording and Privacy

Photographs, video and audio recordings are part of most events and online spaces, and they need care. Ask for permission before you take a picture of someone, before you film or record them and before you post or share anything featuring them. Consent given once is not consent for every purpose, so check again if you intend to use an image somewhere new. Be mindful of what appears in the background of a shot, including screens, badges, notes and passers by, and take particular care with anyone who cannot be publicly identified because of their role.

If someone asks not to be photographed, filmed or recorded, respect that without question or explanation. If someone asks for an image of them to be taken down, remove it promptly. Where we provide a way to opt out, such as a lanyard, sticker or badge, please look for it and honour it. We handle personal data and images in line with our privacy notice and applicable data protection law.

Reporting a Concern

If you experience or witness behaviour that breaches this code, please tell us. You can contact [\[name or role\]](#) at [\[reporting email or contact details\]](#). [\[Add any anonymous reporting route here.\]](#) We take every concern seriously and will treat it with care and discretion.

How We Respond

When a concern is raised, we will listen, take it seriously and look into it fairly. We will keep the person who raised it informed where we can, and we will protect them from retaliation. Our aim is to put things right and to stop harm continuing.

Consequences

Depending on the situation, a breach of this code may lead to [\[a conversation, a formal warning, removal from the event or space, or other action appropriate to the setting\]](#). Serious cases may be escalated to [\[relevant authority, HR or organiser\]](#).

Confidentiality and Support

We will handle concerns as confidentially as we reasonably can, sharing information only with those who need it. We encourage anyone affected to seek support from someone they trust or an appropriate support service.

Our Commitment

By adopting this code, [\[organisation, event or community name\]](#) commits to a culture where people can contribute, challenge and belong without fear. We review this code regularly and welcome suggestions on how to improve it.

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A Cyber Kindness resource. www.cyberkindness.org.uk