
CODE OF CONDUCT

Timor-Leste Network Operators' Group

(TLNOG)

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This Code of Conduct outlines the expected professional behavior for all members of the Timor-Leste Network Operators' Group (TLNOG). Our goal is to create a welcoming, inclusive, and productive environment for all participants, whether in person, online, or through our various communication channels.

General Principles for All Members

- **Professionalism:** Always conduct yourself in a professional manner. This includes treating others with respect, being courteous, and maintaining a high standard of integrity in all your interactions.
- **Respect and Inclusivity:** TLNOG is a diverse community. We do not tolerate any form of harassment, discrimination, or hate speech based on gender, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, political affiliation, or any other personal attribute.
- **Constructive Communication:** Engage in discussions with a positive and helpful attitude. Focus on contributing to the community's knowledge and problem-solving. Avoid personal attacks, insults, or demeaning language.
- **Confidentiality:** Respect the privacy of other members. Do not share private information or conversations without explicit consent.
- **Compliance with the Law:** Adhere to all applicable laws and regulations of Timor-Leste and international standards. Do not use TLNOG platforms for illegal activities, including but not limited to, the distribution of copyrighted material without permission, cyber-attacks, or any form of malicious activity.

Specific Guidelines for Different Platforms

1. TLNOG Membership

- **Active Participation:** Members are encouraged to actively participate in TLNOG events, discussions, and initiatives. Your contribution helps to strengthen our community.
- **Representing TLNOG:** When representing TLNOG at conferences or other professional gatherings, act as a positive ambassador for the organization and its values.
- **Ethical Conduct:** Uphold the highest ethical standards in all professional activities. Do not use your membership to engage in unethical business practices or to spread misinformation.

2. TLNOG WhatsApp Group

- **Stay on Topic:** The WhatsApp group is for professional discussions related to network operations, technology, and TLNOG activities in Timor-Leste. Keep your contributions relevant to these topics.

- **No Spam or Advertising:** Do not use the group to send unsolicited advertisements, chain messages, or irrelevant content. All commercial communication must be approved by the TLNOG committee.
- **Respectful Discourse:** Keep discussions civil and avoid heated arguments. If a disagreement arises, take it to a private chat or escalate it to a group administrator.
- **No Sharing of Sensitive Information:** Do not share confidential or sensitive network information, including configurations, access credentials, or customer data.

3. TLNOG Facebook and Instagram Pages

- **Positive Engagement:** Use these platforms to share positive news, ask technical questions, and engage with the broader community in a constructive manner.
- **Appropriate Content:** Do not post content that is obscene, offensive, defamatory, or violates the platform's terms of service. This includes comments, photos, videos, or links.
- **Professional Branding:** Remember that these pages represent TLNOG. All posts and comments should reflect a professional image.
- **No Political or Religious Debates:** Avoid using these platforms for political, religious, or other divisive debates that are not directly related to TLNOG's mission.

Reporting Violations

If you witness or are subject to a violation of this Code of Conduct, please report it immediately to the TLNOG committee or a designated administrator. All reports will be handled confidentially and with due process.

Consequences of Violating the Code of Conduct

Violations of this Code of Conduct may result in a range of actions, including but not limited to:

- A formal warning
- Temporary suspension from TLNOG platforms
- Permanent ban from TLNOG membership and platforms

The TLNOG committee reserves the right to take any action it deems appropriate to uphold the integrity and safety of the community.

Disclaimer: This Code of Conduct is subject to change as TLNOG evolves. All members will be notified of any updates.

By participating in TLNOG and its associated platforms, you agree to abide by this Code of Conduct.