CIVILITY PLEDGE

Preamble. We members of the Intellectual Property Constituency believe that civility is an important component of the multistakeholder model and should define how we treat each other within the IPC and how we treat others outside of the IPC

Within ICANN, the concept of Civility is currently embodied in the Standard of Behaviors document[1] and more broadly, the term is defined by dictionaries, such as *Websters* - as referring to "politeness" or "showing courtesy". The IPC believes that elevating civility will help us get more done, faster, and with less emotional toll, all the while helping to slow or prevent volunteer burnout. We invite all members of the multistakeholder community to consider joining us in this pledge of civility.

Civility Pledge:

We pledge that in all our interactions with fellow members of the multistakeholder community, we will:

- Model civil behavior and language, online as well as in public, by:
  - Being kind while maintaining the right to vigorously disagree.
  - Acting respectfully toward others, especially those with opposing points of view.
  - Listening carefully to those who disagree with us, as well as to supporters.
  - Refraining from attacking adversaries through uncivil discourse, both in public and in private.
  - To the extent allowable under the ethics rules that govern your profession, being transparent about the political and financial motives and interests behind one's positions, is an essential part of civil discourse.
  - We encourage members to conduct themselves with the highest levels of honesty, transparency, and to foster constructive civil discourse based on these principles.
  - Understanding and acknowledging that politely expressed disagreements about substantive issues should not be viewed as personal attacks.
  - Refraining from what may be perceived as the making of snide remarks and condescending attitudes.
  - Talking directly to those whom we disagree with first in an attempt to resolve those disagreements

- Valuing honesty and good will while striving to solve problems.
- Attempt genuinely to understand the point of view of others while working through ICANN's consensus building process to help find consensus.
- Encourage others to practice these civil behaviors.
- Renew our efforts, if we fail, and forgive others, if they fail.

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[1] https://www.icann.org/resources/pages/expected-standards-2016-06-28-en