

TarValon.Net is a diverse global community. Our members represent different beliefs, religions, cultures, political stances, nationalities, regional norms, gender identities, economic conditions, conversational styles, thought processes, personalities, priorities, and all variety of human experiences. Conflict, arguments, and hurt feelings are all a normal and expected element of such a community.

Because legal definitions vary by location, it is important that we provide clarifications for the terms used in our Code of Conduct. These are the definitions we will apply at TarValon.Net, and are subject to change over time as needed. These terms and examples to clarify acceptable behavior are provided below:

[Harassment](#)

[Examples](#)

[Bullying](#)

[Examples](#)

[Hostile Environment](#)

[Examples](#)

[Racism](#)

[Microaggression](#)

[Hate Speech](#)

Harassment

Repeated or continuing uninvited adverse contact that serves no useful purpose beyond creating alarm, annoyance, or emotional distress.

Examples

1. If you express views a person does not agree with, and they are repeatedly replying with their point of view, that is **not** harassment. The assumed intent is to provide their views of the relevant issue so as to provide a different perspective. If the conversation is hostile, this is an argument, not harassment. If you are in an argument, we recommend taking a 5-20 minute break to cool down before replying and/or asking a mediator to help.
2. If you express views a person does not agree with, and they are repeatedly replying with messages that do not contain any useful information, such as phrases like “You’re an idiot,” or “Wrong!” that **is** harassment.
3. Physically touching someone without their permission even once may be sexual harassment. This is uninvited contact that is creating alarm or emotional distress and is illegal.

Bullying

Abuse, intimidation or mistreatment of someone vulnerable by someone stronger or more powerful.

Examples

1. If an Admin is asking (or demanding) that you do something in exchange for them putting you up for raising, that would be bullying. There is a difference in power and they are using it to mistreat you.
2. If an Admin is telling you stories that are clearly meant to intimidate you into acting a certain way, that is bullying. They are using the difference in power to intimidate you.
3. If another member is threatening to share private information about you if you do not behave the way they want, that is bullying. They are using power to intimidate you. This particular example is also blackmail, which is illegal in the United States.
4. If a member disagrees with you, this is **not** bullying.
5. If a member insults you, argues with you, upsets or is generally mean or rude to you, this is **not** bullying.

Hostile Environment

Behavior that maliciously creates an environment that is extremely difficult or contentious for another person or group to participate in.

Examples

1. Actively rallying support against a particular person or group is creating a hostile environment.
2. A member being uncomfortable with a particular conversation is not a hostile environment.
3. Publicly denouncing or defaming another member or group is creating a hostile environment.
4. Discouraging members for their choice of membership group is creating a hostile environment.
5. Multiple members disagreeing with or arguing against an unpopular opinion is not malicious creation of a hostile environment.
6. A discussion heating into an argument is not maliciously creating a hostile environment.

Racism

Includes perpetuating systemic racism, structural racism, institutional racism, interactional racism, discursive racism, ideological racism, and representational racism. You can find out more about these types of racism by visiting the source of most of the definitions below at [this link](#).

Sociologists observe a variety of styles or types of racism within these seven different forms. Some may be overtly racist, like the use of racial slurs or hate speech, or policies that intentionally discriminate against people on the basis of race. Others may be covert, kept to oneself, hidden from public view, or obscured by color-blind policies that purport to be race-neutral, though they have racist impacts. While something may not appear obviously racist at first glance, it may, in fact, prove to be racist when one examines the implications of it through a sociological lens.

The only way to eliminate systemic, structural, institutional, discursive and ideological racism is to notice it in ourselves and those around us and change it.

As a global community that supports one another, it is acceptable for members to expose statements that support these various forms of racism.

- Pointing out microaggressions is acceptable.
- Pointing out a member's passively racist statements is acceptable.
- Active racism will not be tolerated (using racial slurs, discriminating, making caricatures, using interactional racism).
- Support of policies that perpetuate systemic, structural, institutional, discursive and ideological racism hurts our members and will not be tolerated.

Many of these forms of racism are ingrained into our society and it is something the entire world is struggling to overcome, and we do not expect that we can reasonably eradicate them. We do expect our members to be aware and sensitive to them and change what is in their power to change. **We ask our members to have patience with one another regarding these topics.**

Microaggression

Brief and commonplace verbal or behavioral indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes toward stigmatized or culturally marginalized groups. Please [visit this link](#) for an excellent chart by the city of Cambridge outlining various microaggressions and what they communicate to marginalized groups.

Example:

1. "I don't see color" is a microaggression. The context is that race does not have an affect on the person who says this, but the impact to people of color is that it discounts their racial and ethnic experiences.

Hate Speech

TarValon.Net will use the guidance below, provided by the United Nations via [this link](#).

There is no international legal definition of hate speech, and the characterization of what is 'hateful' is controversial and disputed. In the context of this document, the term hate speech is understood as any kind of communication in speech, writing or behaviour, that attacks or uses pejorative or discriminatory language with reference to a person or a group on the basis of who they are, in other words, based on their religion, ethnicity, nationality, race, colour, descent, gender or other identity factor. This is often rooted in, and generates intolerance and hatred and, in certain contexts, can be demeaning and divisive. Rather than prohibiting hate speech as such, international law prohibits the incitement to discrimination, hostility and violence (referred to here as 'incitement'). Incitement is a very dangerous form of speech, because it explicitly and deliberately aims at triggering discrimination, hostility and violence.