

EIM Risk Community Code of Conduct

1. Purpose

Welcome to the EIM Risk Community. The purpose of this community is to foster a respectful, innovative, and constructive environment to ensure the best possible experience for all participants. This Code of Conduct outlines the guidelines and expectations for behavior within the community.

2. Prohibited Content - General

- Avoid defamatory, abusive, profane, threatening, or illegal material
- Discrimination based on race, ethnicity, culture, gender, sexual orientation, religion, or ability is strictly prohibited
- Hostile or intimidating language will not be tolerated

3. Prohibited Conduct - Antitrust

You should not discuss your company's **non-public**, competitively sensitive information with competitors, including:

- Current or future pricing and discounts
- Bid amounts and terms, including decisions whether to bid or not bid
- Output or capacity levels
- Limits on sales levels or sales of certain products to certain regions
- Customers
- Key contract or sale terms
- Salaries and wages, or limitations on hiring a competitor's employees
- Strategic plans
- Business expansion or contraction plans
- Planned geographic growth

In addition, do not:

- Agree to, or discuss, refusing to do business with any competitor, customer, or company in the supply chain
- Agree to, or discuss, any limitations on your company's activities or independent decision-making, such as changing the way you adjust pricing or make output decisions
- Exchange non-public, competitively sensitive information with competitors

4. Be Respectful

- Treat colleagues fairly
- Stimulate conversation and engage in respectful dialogue
- Refrain from personal attacks or offensive language
- Utilize this community for its intended purpose

5. Intellectual Property and Attribution

- Respect legitimate intellectual property rights
- Do not plagiarize work; give credit to the originators of ideas
- Obtain permission before sharing others' posts

6. Discussion Group Etiquette

- Keep subject lines concise and clear
- Include only relevant portions of the original message in replies
- Avoid administrative messages
- Refrain from spamming multiple lists with the same message
- Do not publicly post commercial messages
- Do not make unsolicited recommendations of or disparaging remarks about vendors or service providers

7. Linguistic Considerations

- Be mindful of linguistic backgrounds; not everyone is a native English speaker
- While English is the primary language, respect other languages when possible

8. Enforcement

- Violations of this Code of Conduct may result in removal from the community
- Report any concerns to the EIM Risk Community administrator, [Pete Nadel](#)