



Volunteer Code of Conduct

HL7 Europe Volunteer Program — draft for review

Version 0.2 of 30.06.2026

HL7 Europe is committed to a welcoming, respectful, and harassment-free experience for everyone who volunteers with us, regardless of role, background, nationality, language, gender, age, disability, religion, or any other characteristic. This Code of Conduct sets out the standards we expect from everyone involved in the volunteer program.

1. Who and where this applies to

This Code applies to all volunteers, track leads, and coordinators, and to everyone participating in volunteer activities. It applies in all program spaces, including:

- Meetings and calls, online and in person
- Repositories, issue trackers, chat channels, and mailing lists
- The Working Group Meeting, hachathons, testing, and other events
- Social media and other public spaces when representing the program

2. Expected behaviour

- Treat others with respect, courtesy, and good faith
- Be welcoming and supportive of newcomers and differing viewpoints
- Give and accept constructive feedback gracefully
- Collaborate openly and credit others' contributions
- Respect people's time, availability, and boundaries
- Follow HL7 intellectual-property and contribution rules

3. Unacceptable behaviour

- Harassment, intimidation, or discrimination of any kind
- Offensive, demeaning, or derogatory comments
- Unwelcome sexual attention or advances
- Personal or political attacks, trolling, or sustained disruption
- Publishing others' private information without consent
- Misrepresenting your authority, role, or affiliation
- Any conduct that would be inappropriate in a professional setting

4. Conflicts of interest

Volunteers contribute to open standards that affect many organisations. Declare any commercial or personal interest that could influence your contributions, and never use a volunteer role to gain unfair advantage for yourself or your employer.

5. Reporting a concern

If you experience or witness behaviour that breaches this Code, please report it to the volunteer coordinator or a designated contact at ***policy at HL7europe.org***. Where possible, include what happened, when and where, who was involved, and any supporting context. You may report on behalf of someone else.

6. How reports are handled

- Reports are treated seriously, fairly, and as confidentially as possible
- We acknowledge reports promptly and review them without unnecessary delay
- All parties are treated with respect during any review
- Retaliation against anyone who reports in good faith is itself a breach

7. Consequences

Depending on the severity and circumstances, responses may include a private conversation, a formal warning, temporary suspension from program activities, or removal from the program. Serious cases may be escalated to HL7 Europe leadership or HL7 International as appropriate.

8. Attribution

This Code of Conduct is adapted for HL7 Europe and draws on widely used community standards such as the Contributor Covenant. It should be reviewed alongside HL7 International's existing policies and applicable law.

Version	Date	Author	Comment
0.1	26.6.2026	Catherine Chronaki	For discussion.
