

Lansing Makers Network

Community Code of Conduct

Be Excellent to Each Other

Lansing Makers Network is a community of people who build, learn, teach, and tinker together. Our community only works when we treat each other with respect, curiosity, and good faith. The “be excellent to each other” principle is the foundation of every rule that follows. If a situation isn’t covered here, ask yourself whether your conduct lives up to the principle.

Who This Applies To

This Code of Conduct governs how people interact with one another as part of the work of Lansing Makers Network (LMN). It applies to all members, volunteers, board members, instructors, guests, and visitors whenever they are at the space, participating in LMN events, or participation in LMN digital spaces.

Tool and space safety, training, and authorization are covered by the [LMN Handbook](#).

For information about technology questions, check the [Technology Guidelines](#)

Our Shared Commitments

Every person in our community is expected to:

- Treat others with kindness, patience, and respect, regardless of skill level or background.
- Start by expecting good intent, and clarify rather than escalate when something feels off.
- Make room for each other - answer questions, share knowledge, and welcome people into conversations.
- Respect the time, work, materials, and personal property of others and LMN.
- Speak up when something isn’t right, and accept feedback gracefully when it’s offered to you
- Follow the lawful directions of volunteers, instructors, and board members acting in their LMN roles

Behavior We Don't Accept

Some conduct is incompatible with our community and will be addressed by LMN leadership. Some obvious and less obvious examples:

- Harassment, intimidation, or bullying in any form—whether in person, online, or through LMN communication channels. See our [Anti-Discrimination Policy](#), [Anti-Harassment Policy](#) for more information on what constitutes harassment, intimidation, or bullying.
- All discrimination or abuse with the intent to cause harm will not be tolerated. This includes discrimination or slurs based on race, ethnicity, national origin, religion, age, sex, sexual orientation, gender identity or expression, disability, body size, veteran status, family status, or socioeconomic background.
- Unwelcome sexual attention, advances, or contact. “No” and “stop” are complete sentences.
- Threats of violence, encouragement of self-harm, or behavior that makes others feel physically unsafe.
- Stalking, following, or repeated unwanted contact.
- Photographing or recording people without their consent.
- Sustained disruption of meetings, classes, events, or other members' work.
- Retaliation against anyone who reports a concern or participates in a review.
- Deliberate misuse of LMN systems, communications, or membership data to harm others.

This is not an exhaustive list. Conduct that a reasonable member of our community would find harmful, hostile, or exclusionary can be addressed under this policy even if it isn't named above.

Responsibilities

While we don't treat roles at LMN as anything that is power-granting, people have different responsibilities as part of their involvement in the space. We lay them out a bit more clearly below.

All Members and Guests

- Know and follow this Code of Conduct.
- Speak up when you see conduct that doesn't fit our community. Give kind but direct feedback, or speak to a member of the leadership committee or the board.
- Make space for others to participate, learn, and lead.

Volunteers, Leaders, and Instructors

- Model the behavior described above; you set the tone for the people around you.
- Step in early when something is escalating. Ask for help when you need it.
- Respond to, or report problems promptly and confidentially.

Board and Leadership

- Uphold this Code of Conduct visibly and consistently.
- Take reports seriously, respond promptly, and protect the privacy of everyone involved to the extent we reasonably can.
- Make decisions that prioritize the safety and wellbeing of the community over individual convenience or status.
- Keep this policy current and accessible in the handbook, on the website, and posted in the space.

Reporting a Concern

If something has happened that you believe violates this Code of Conduct, or that simply doesn't feel right, please tell us. You can report a concern by:

- Speaking with any board member in person.
- Emailing the board at board@lansingmakersnetwork.org.
- Asking a member of the leadership committee or any volunteer to relay the concern on your behalf.

You do not have to be the person directly affected to make a report. You will not be penalized for reporting in good faith, even if the matter is ultimately resolved without action.

Reports are handled with as much discretion as possible. The board will share information only with the people who need it to respond.

How We Respond

The board is responsible for reviewing and responding to reports. Depending on the situation, responses may include a conversation, a documented warning, restrictions on access or participation, suspension, or termination of membership. The board may take immediate action when needed to protect the safety of the community.

Anyone affected by a decision may request reconsideration in writing by emailing the board.

Living Document

This Code of Conduct will be reviewed periodically and updated as our community grows and learns. Suggestions are welcome and can be sent to the board at any time.

Adopted on August 18, 2026 by the Board of Directors at Lansing Makers Network.