



Symfony

## How to contribute to Symfony

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## How to contribute to Symfony (4.2)

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If you find typos or errors, feel free to report them by creating a ticket on the Symfony ticketing system (<http://github.com/symfony/symfony-docs/issues>). Based on tickets and users feedback, this book is continuously updated.

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## Chapter 1

# Code of Conduct

### Our Pledge

In the interest of fostering an open and welcoming environment, we as contributors and maintainers pledge to making participation in our project and our community a harassment-free experience for everyone, regardless of age, body size, disability, ethnic origin, gender identity and expression, level of experience, education, socio-economic status, nationality, personal appearance, religion, or sexual identity and orientation.

### Our Standards

Examples of behavior that contributes to creating a positive environment include:

- Using welcoming and inclusive language
- Being respectful of differing viewpoints and experiences
- Gracefully accepting constructive criticism
- Focusing on what is best for the community
- Showing empathy towards other community members

Examples of unacceptable behavior by participants include:

- The use of sexualized language or imagery and unwelcome sexual attention or advances
- Trolling, insulting/derogatory comments, and personal or political attacks
- Public or private harassment
- Publishing others' private information, such as a physical or electronic address, without explicit permission
- Other conduct which could reasonably be considered inappropriate in a professional setting

## Our Responsibilities

*CoC Active Response Ensurers, or CARE*, are responsible for clarifying the standards of acceptable behavior and are expected to take appropriate and fair corrective action in response to any instances of unacceptable behavior.

CARE team members have the right and responsibility to remove, edit, or reject comments, commits, code, wiki edits, issues, and other contributions that are not aligned to this Code of Conduct, or to ban temporarily or permanently any contributor for other behaviors that they deem inappropriate, threatening, offensive, or harmful.

## Scope

This Code of Conduct applies both within project spaces and in public spaces when an individual is representing the project or its community. Examples of representing a project or community include using an official project e-mail address, posting via an official social media account, or acting as an appointed representative at an online or offline event. Representation of a project may be further defined and clarified by CARE team members.

## Enforcement

Instances of abusive, harassing, or otherwise unacceptable behavior *may be reported* by contacting the *CARE team members*. All complaints will be reviewed and investigated and will result in a response that is deemed necessary and appropriate to the circumstances. The CARE team is obligated to maintain confidentiality with regard to the reporter of an incident. Further details of specific enforcement policies may be posted separately.

CARE team members who do not follow or enforce the Code of Conduct in good faith may face temporary or permanent repercussions as determined by the *core team*.

## Attribution

This Code of Conduct is adapted from the *Contributor Covenant*<sup>1</sup>, version 1.4, available at <https://www.contributor-covenant.org/version/1/4/code-of-conduct.html>

## Related Documents

- Reporting Guidelines
- CARE Team
- Code of Conduct: Concrete Example Document

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1. <https://www.contributor-covenant.org>



## Chapter 2

# Reporting Guidelines

If you believe someone is violating the Code of Conduct we ask that you report it to the *CARE team* by emailing, Twitter, in person or any way you see fit.

**All reports will be kept confidential.** The privacy of everyone included in the report is of our highest concern. Second to privacy there is transparency. After every report we will determine if a public statement should be made. If that's the case, the identities of all victims, reporters, and the accused will remain confidential unless those individuals instruct us otherwise. The details of the incident may also be generalized.

If you believe anyone is in physical danger or doing something that is against the law, please notify appropriate emergency services first by calling the relevant local authorities. If you are unsure what service or agency is appropriate to contact, include this in your report and we will attempt to notify them.

In your report please include:

- Your contact info for follow-up contact.
- Names (legal, nicknames, or pseudonyms) of any individuals involved.
- If there were other witnesses besides you, please try to include them as well.
- When and where the incident occurred. Please be as specific as possible.
- Your description of what occurred.
- If there is a publicly available record (e.g. a mailing list archive or a public IRC or Slack log), please include a link and a screenshot.
- If you believe this incident is ongoing.
- Any other information you believe we should have.

## What happens after you file a report?

You will receive a reply from the *CARE team* acknowledging receipt as soon as possible, but within 24 hours.

The team member receiving the report will immediately contact all or some other *CARE team* members to review the incident and determine:

- What happened.
- Whether this event constitutes a Code of Conduct violation.
- What kind of response is appropriate.

If this is determined to be an ongoing incident or a threat to physical safety, the team's immediate priority will be to protect everyone involved. This means we may delay an "official" response until we believe that the situation has ended and that everyone is physically safe.

Once the team has a complete account of the events, they will make a decision as to how to respond. Responses may include:

- Nothing (if we determine no Code of Conduct violation occurred).
- A private reprimand from the Code of Conduct response team to the individual(s) involved.
- An imposed vacation (i.e. asking someone to "take a week off" from a mailing list or Slack).
- A permanent or temporary ban from some or all Symfony conference/community spaces (events, meetings, mailing lists, IRC, Slack, etc.)
- A request to engage in mediation and/or an accountability plan.
- On a case by case basis, other actions may be possible but will usually be coordinated with the core team and the Symfony company.

We'll respond within one week to the person who filed the report with either a resolution or an explanation of why the situation is not yet resolved.

Once we've determined our final actions, we'll contact the original reporter to let them know what action (if any) we'll be taking. We'll take into account feedback from the reporter on the appropriateness of our response, but our response will be determined by what will be best for community safety.

The CARE team keeps a private record of all incidents. By default all reports are shared with the entire CARE team unless the reporter specifically asks to exclude specific CARE team members, in which case these CARE team members will not be included in any communication on the incidents as well as records created related to the incidents.

CARE team members are expected to inform the CARE team and the reporters in case of conflicts of interest and recuse themselves if this is deemed a problem.

## Appealing the response

Only permanent resolutions (such as bans) may be appealed. To appeal a decision of the working group, contact the *CARE team* with your appeal and they will review the case.

## Document origin

Reporting Guidelines derived from those of the *Stumptown Syndicate*<sup>1</sup> and the *Django Software Foundation*<sup>2</sup>.

Adopted by *Symfony*<sup>3</sup> organizers on 21 February 2018.

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1. <http://stumptownsyndicate.org/code-of-conduct/reporting-guidelines/>

2. <https://www.djangoproject.com/conduct/reporting/>

3. <https://symfony.com>



## Chapter 3

# CARE Team

### Our Pledge

In the interest of fostering an open and welcoming environment, the CoC Active Response Ensurers, or CARE, pledge to ensure that the spirit of the *Code of Conduct* is respected. Our main priority is to ensure the safety of our community members. The second goal is to help educate the community as a whole to be aware of the CoC and how to help implement its spirit throughout the community. In case these goals conflict, we will prioritize safety of community members over all other goals.

If you think there is or has been a violation to the code of conduct please contact the CARE team or if you prefer contact only individual members of the CARE team.

### Members

Here are all the members of the Code of Conduct CARE team (in alphabetic order). You can contact any of them directly using the contact details below or you can also contact all of them at once by emailing **coc@symfony.com**:

- **Emilie Lorenzo**
  - *E-mail*: emilie.lorenzo [at] symfony.com
  - *Twitter*: @EmilieLorenzo<sup>1</sup>
  - *SymfonyConnect*: emielorenzo<sup>2</sup>
- **Michelle Sanver**
  - *E-mail*: hello [at] michellesanver.com
  - *Twitter*: @michellesanver<sup>3</sup>
  - *SymfonyConnect*: michellesanver<sup>4</sup>

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1. <https://twitter.com/EmilieLorenzo>

2. <https://connect.symfony.com/profile/emielorenzo>

3. <https://twitter.com/michellesanver>

4. <https://connect.symfony.com/profile/michellesanver>



- **Tobias Nyholm**

- *E-mail*: tobias.nyholm [at] gmail.com
- *Twitter*: @tobiasnyholm<sup>5</sup>
- *SymfonyConnect*: tobias<sup>6</sup>

## About the CARE Team

The *Symfony project leader* appoints the CARE team with candidates they see fit. The CARE team will consist of at least 3 people. The team should be representing as many demographics as possible, ideally from different employers.

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5. <https://twitter.com/tobiasnyholm>

6. <https://connect.symfony.com/profile/tobias>



## Chapter 4

# Code of Conduct: Concrete Example Document

This is a living document that serves to give concrete examples of unwanted behaviour. These examples have all taken place somewhere in the PHP community in the past, and are clear code of conduct violations according to the Symfony code of conduct.

## Concrete Examples

- Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment;
- Deliberate misgendering or use of *dead names*<sup>1</sup> (The birth name of a person who has since changed their name, often a transgender person);
- Threats of violence like "The person that created this PR should be punched in the face";
- Incitement of violence towards any individual, including encouraging a person to commit suicide or to engage in self-harm (even as a joke);
- Sustained disruption of discussion;
- Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others;
- Continued one-on-one communication after requests to cease;
- Putting down people based on their technology choices or their work.

The original list is inspired and modified from *geek feminism*<sup>2</sup> and confirmed by experiences from PHPWomen.

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1. <https://en.wiktionary.org/wiki/deadname>

2. <https://geekfeminism.org/about/code-of-conduct>



