

PTI Expected Standards of Behavior

Those who take part in [Post-Transition IANA] PTI processes, including Board, staff, customers and all others who interact with PTI, undertake to:

- **Act** in accordance with PTI's Bylaws. In particular, participants undertake to act within the purpose of PTI and in the spirit of the values contained in the Bylaws.
- **Adhere** to PTI's conflict of interest policies.
- **Treat** all participants in PTI processes equally, irrespective of nationality, gender, racial or ethnic origin, religion or beliefs, disability, age, or sexual orientation; participants in PTI processes should treat each other with civility both face-to-face and online.
- **Respect** all participants in PTI processes equally, behave in a professional manner and demonstrate appropriate behavior. PTI strives to create and maintain an environment in which people of many different backgrounds and cultures are treated with dignity, decency, and respect. Specifically, participants in PTI's processes must not engage in any type of harassment. Generally, harassment is considered unwelcome hostile or intimidating behavior -- in particular, speech or behavior that is sexually aggressive or that intimidates based on attributes such as race, gender, ethnicity, religion, age, color, national origin, ancestry, disability or medical condition, sexual orientation, or gender identity.
- **Act** in a reasonable, objective and informed manner when participating in PTI-related processes. This includes regularly attending all scheduled meetings and exercising independent judgment based solely on what is in the overall best interest of Internet users and the stability and security of the Internet's system of unique identifiers, irrespective of personal interests and the interests of the entity to which an individual might owe their appointment.
- **Listen** to the views of all stakeholders when considering recommendations that will impact PTI. PTI's processes are based in a unique multi-stakeholder environment. Those who take part in the PTI process must acknowledge the importance of all stakeholders and seek to understand their points of view.
- **Work** to build consensus with other stakeholders in order to find solutions applicable to the work and operation of PTI. Those who take part in the PTI processes must take responsibility for ensuring the success of the multi-stakeholder model by trying to build consensus with other participants.
- **Facilitate** transparency and openness when participating in decision-making processes.

- **Support** the maintenance of robust mechanisms for public input, accountability, and transparency so as to ensure that decision-making processes will reflect the public interest and be accountable to all stakeholders.
- **Conduct** themselves in accordance with PTI policies.
- **Protect** the organization's assets and ensure their efficient and effective use.
- **Act** fairly and in good faith with other participants in the PTI processes.
- **Promote** ethical and responsible behavior. Ethics and integrity are essential, and PTI expects all stakeholders to behave in a responsible and principled way.