

## **Expected Standards of Behavior: Advice to Policy Leaders on Enforcement**

Participants within any working group formed within the ICANN community are expected to participate in line with the ICANN Expected Standards of Behavior.

ICANN organization provides this advice to the leadership of the GNSO Council in order to support and empower the leadership of Working Groups in better and more timely enforcement of potential violations of the Expected Standards of Behavior. Working Group leadership is in the best position to judge the impact and intent of participant contributions, and the effects on individual participants and the collective Working Group efforts.

If there is conduct that appears to be in violation of the Expected Standards of Behavior, any individual serving in a Chair role (such as Chair, Co-Chair, or Acting Chair or Co-Chair) has the power to remove the violator from the discussion for a short period of time. Even if there are multiple co-chairs, only one is needed to act. A temporary removal could include silencing from participation in meetings/chats, silencing on the WG mailing list, as well as silencing on other communication channels officially used for the Working Group activities. For conduct that is questionable, but not necessarily a violation, the Chair might wish to only make a record of warnings, but not escalate to removal. These are all actions within the judgment of the Chair.

If a person is temporarily removed, they can immediately refer that issue to the ICANN Ombuds, who has agreed to consider the issue with urgency. All participants are expected to abide by the Ombuds' ruling.

If a violator persists in their behavior, any individual serving in a Chair role may refer to the Ombuds the issue of whether the violator should be permanently removed from Working Group participation. The Ombuds may then make a recommendation to GNSO Council leadership regarding permanent removal.

So long as the enforcement of the Expected Standards of Behavior happens within Working Group processes, and the ruling of the Ombudsman is followed, ICANN organization will stand behind the community enforcement efforts.

This advice does not replace the role of the Ombudsman in considering claims of unfairness, any internal appeals that may be authorized through groups' charters or operating standard, or any other recourse or complaints mechanism that might be appropriate. These are tools for the community, not ICANN org, to use as a mode of self-regulation of behavior.