Futurice Code of Conduct

What do we expect from each other?

We want to foster a friendly, safe and inclusive working environment, one that enables successful collaboration and a sense of belonging for everyone. Everyone has the right to have a say, to be heard and to contribute and participate in our work community as their whole self.

Our Code of Conduct outlines how we treat each other. It is based on our belief in respecting, celebrating and leveraging our unique differences to become a better company.

We believe that people are fundamentally good. However, we are still on a learning journey toward being more inclusive, which means that occasionally mistakes do happen. In line with our culture, it is important that we are supportive of one another, learn from our mistakes, and help each other improve.

Social impact
Community and societal wellbeing through diversity, equity and inclusion

Project wellbeing
Diverse perspectives for optimal project outcomes

Organizational wellbeing
Thriving organizations are shaped by empowered employees

WHY IS IT IMPORTANT?

Safer spaces
Employee wellbeing, happiness and empowerment through safer spaces

Our guidelines

Consideration

- We act gently and use language that is not intimidating, judgmental, or condescending.

- We spare our colleagues from unwelcome comments or questions about their personal lives.

- We refrain from initiating unwelcome sexual attention and sexualized comments or jokes.

Communication

- We are considerate and respectful in our speech and actions. We accept and welcome multiple viewpoints.

- We act, speak and joke in a mindful and inclusive way, particularly when gender, sexual orientation, race, religion, disability or age is concerned.

- We are careful when bringing up sensitive topics related to death, sex, violence, self-harm or discrimination of any kind. When we bring such topics up we make sure to use a trigger warning (TW).

Collaboration

- Mistakes happen and we don't expect anyone to be perfect. Communication is hard.

- If someone behaves in a non-inclusive way, we help them learn to be better and improve next time. We are all on a learning journey.

- We participate in an authentic and constructive way. We attempt collaboration and mutual understanding before conflict.

- We start by checking if our own behavior is inclusive. We don't resort to blaming others.

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