

7 August 2017

Dear Carthagina, dear Wikimedia TN User Group members,

I hope you are all having a great start to your weeks. As Legal Advisor of Carthagina, I am writing to express unequivocal support to Emna Mizouni, the Founder and President of Carthagina, as well as the entire Carthagina team.

The Carthagina Board of Trustees, as well as all members and members-observers of the association have duly reviewed the Code of Conduct and have decided to ban Mounir Touzri from participation in any work related to Carthagina. The aforementioned individual is hereby considered *persona non-grata* in all activities and projects of the organization.

I am also writing to remind our dear members of our Code of Conduct with regards to harassment. According to the Code of Conduct, "We do not accept any harassment or violation of our attendees, members, and or contributors' rights as guaranteed by the Universal Declaration of Human Rights."

As a friendly reminder, the definition of "harassment" under the policy is any unwanted conduct that could hurt an individual or a group of people physically or emotionally. It may be repetitive or an isolated occurrence against an individual or a group of people.

For clarification, **harassment could be:**

- **Physical** - unwanted contact (e.g. unnecessary touching), assault or gestures, intimidation, aggressive behavior.
- **Verbal** - unwelcome remarks, suggestions and propositions, malicious gossip and jokes that are based on a person's sex or race, or that refer to an individual's disability, sexuality, religion or personal appearance.
- **Non-verbal** - offensive emails, letters, pictures, videos, and isolation or non-cooperation and exclusion from the activities.

We at Carthagina implement a solid code of conduct policy for the purposes of being an inclusive, transparent, and safe organization. We foster freedom of expression and open communication, as well as the respect of other. Finally, the organization does not tolerate any violations of this policy, given the moral harm and disunity they cause.

Carthagina is a bright, happy space in Tunisia. Let's keep it that way.

Regards,

Wafa Ben-Hassine
Legal Advisor
Carthagina