

# Agenda and General Information

**IEEE P802.3dj Task Force**

**June 2024 Electronic Interim**

**John D'Ambrosia,  
Chair, IEEE P802.3dj Task Force  
Futurewei, U.S. Subsidiary of Huawei**



# IEEE P802.3dj Task Force Session Agenda

- Approve Agenda
- Approve Minutes (see next page)
- Meeting Decorum
- Attendance
- Task Force Project Information
- Goals For Session
- Ground Rules
- Voting / Voting Rights
- Review IEEE SA Policies (<http://ieee802.org/3/policies.html> / included) \*
  - IEEE SA Patent Policy
  - IEEE SA Participation Policy
  - IEEE SA Copyright Policy
- Meeting map & details
- Comment Resolution
- Task Force Motions (Thurs 06 Jun)
- Comment Resolution (continues)
- Task Force Motions (Thurs 13 Jun)
- Future Meetings
  - Task Force
  - Ad hocs
- Closing Business

\* Note – additional slides covering procedures and IEEE-SA Policies are in Backup

# Minutes to be Approved

- **IEEE P802.3dj May 2024 Interim –**

- [https://www.ieee802.org/3/dj/public/24\\_05/minutes\\_3dj\\_a\\_2405\\_unapproved.pdf](https://www.ieee802.org/3/dj/public/24_05/minutes_3dj_a_2405_unapproved.pdf)

# Meeting Decorum



- **An officer is permitted to make an audio or slideshow recording of this meeting exclusively for the purpose of generating minutes which shall not be copied or distributed. IEEE 802.3 meetings do not use this option. Recording of the proceedings by any other participant or observer, in part or in whole, via any means, is prohibited. (Feb 2023 IEEE-SA Standards Board Ops Manual 5.3.3.2)**
- **Press (i.e., anyone reporting publicly on this meeting) are to announce their presence (Feb 2023 IEEE-SA Standards Board Ops Manual 5.3.3.3)**
- **Cell phone ringers off**
- **Please observe proper decorum in meetings**
- **Please mute your self when not speaking**
- **Please do not turn on video**

# Attendance

- **All attendees must register their attendance via IMAT**
  - **IMAT –**
    - **Tutorial - [http://iee802.org/3/minutes/attendance\\_procedures.pdf](http://iee802.org/3/minutes/attendance_procedures.pdf)**
    - **Access details**
      - **URL: <http://imat.ieee.org/>**
      - **802.3 Password – to be given out by chair of meeting**
  
- **Please be sure to sign-in with your name / affiliation information**
- **Zoom attendance will be used to identify remote attendance as well.**

# IEEE P802.3dj Task Force Project information

## ■ Organization

- John D'Ambrosia, Chair, IEEE P802.3dj Task Force
- Mark Nowell, Vice-Chair, IEEE P802.3dj Task Force; Chair, Optics Track
- Kent Lusted, Secretary, Chair, Electrical Track
- Gary Nicholl, Chair, Architecture and Logic Track
- Matt Brown, IEEE P802.3dj Chief Editor

## ▪ Task force web and reflector information:

- Home page: [IEEE P802.3dj Public \(ieee802.org\)](http://www.ieee802.org)
- Reflector Info - <https://www.ieee802.org/3/df/reflector.html>
  - TF Reflector: [stds-802-3-b400g@listserv.ieee.org](mailto:stds-802-3-b400g@listserv.ieee.org)
  - Logic Reflector: [stds-802-3-b400g-logic@listserv.ieee.org](mailto:stds-802-3-b400g-logic@listserv.ieee.org)
  - Optical Reflector: [stds-802-3-b400g-optx@listserv.ieee.org](mailto:stds-802-3-b400g-optx@listserv.ieee.org)
  - Electrical Reflector: [stds-802-3-b400g-elec@listserv.ieee.org](mailto:stds-802-3-b400g-elec@listserv.ieee.org)

## ▪ Project Documentation –

- PAR : [https://www.ieee802.org/3/dj/projdoc/P802d3dj\\_PAR.pdf](https://www.ieee802.org/3/dj/projdoc/P802d3dj_PAR.pdf)
- CSD: <https://mentor.ieee.org/802-ec/dcn/22/ec-22-0256-00-ACSD-p802-3dj.pdf>
- Objectives: [https://www.ieee802.org/3/dj/projdoc/objectives\\_P802d3dj\\_240314.pdf](https://www.ieee802.org/3/dj/projdoc/objectives_P802d3dj_240314.pdf)
- Adopted Timeline: [https://www.ieee802.org/3/dj/projdoc/timeline\\_3dj\\_231128.pdf](https://www.ieee802.org/3/dj/projdoc/timeline_3dj_231128.pdf)

## ▪ P802.3dj TF meeting information may be found on:

- Public page: <https://www.ieee802.org/3/dj/public/index.html>
- 802.3 Calendar: <https://www.ieee802.org/3/calendar.html>

# Goals for the Session

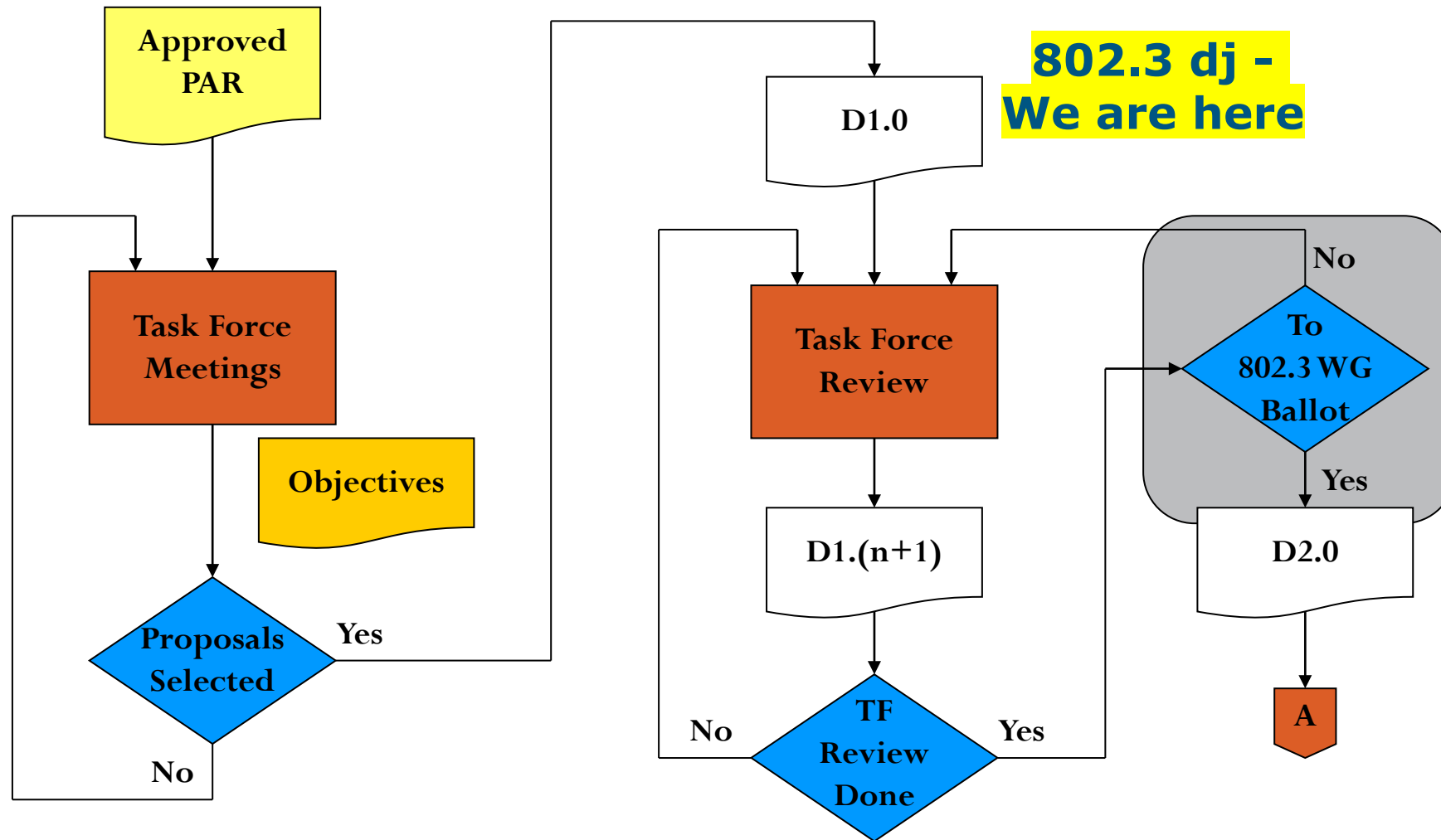
- **Consideration of comments submitted against D1.0**
- **Approval of generation of D1.1**

# Ground Rules

- **Based upon IEEE 802.3 Rules**
  - **Foundation based upon Robert's Rules of Order**
  - **Anyone in the room may speak**
  - **Anyone in the room may vote on straw polls, but we have to follow 802.3 Voting rules**
- **RESPECT... give it, get it**
- **NO product pitches**
- **NO corporate pitches**
- **NO prices!!!**
  - **This includes costs, ASPs, etc. no matter what the currency**
- **NO restrictive notices**



# Overview of IEEE 802.3 Standards Process (2/5) – Task Force Comment Phase (802.3dj)



# Voting

- Reference: Excerpt from Section 3.4.2, IEEE 802.3 Operations Manual
  - [http://www.ieee802.org/3/rules/P802\\_3\\_rules.pdf](http://www.ieee802.org/3/rules/P802_3_rules.pdf)

There are two type of votes in the TF; votes on motions and votes in straw polls.

In face-to-face meetings where a TF is operating with membership rules for voting (see 3.3) only the TF members may make and vote on motions. In face-to-face meetings where membership rules are not in force all TF participants may make and vote on motions, subject only to the provision that they believe that they are qualified to vote on the matter before the TF. **Electronic meetings that will consider motions shall be approved by the WG Chair prior to the meeting announcement. In such meetings only IEEE 802.3 Working Group members may make and vote on motions. If a motion is not approved by unanimous consent it shall be taken as a roll call vote**

**In all cases, regardless of any membership rules that may or may not be in force, all participants who feel qualified may participate in a straw poll**

**Note – Chair reserves the right to take informative straw polls by 802.3 WG voting membership**

- IEEE 802.3 Requirements for Working Group voting membership – <https://www.ieee802.org/3/rules/member.html>

# Review of IEEE SA Policies

## ■ Email reminders

- <https://www.ieee802.org/3/B400G/email/msg01154.html>

sent to Task Force Reflector reminding all to review and be familiar with following policies:

- Patent Policy
- Copyright Policy
- Participation Slides

## ■ See Backup for slides or <http://ieee802.org/3/policies.html>.

# Meeting Map

	Mon			Tues			Wed			Thurs
Week of June 3	Task Force			Logic	Electrical	Optical	Logic	Electrical	Optical	Task Force
Week of June 10	Logic	Electrical	Optical	Logic	Electrical	Optical	Logic	Electrical	Optical	Task Force

- Track Chairs will chair track sessions.
- Meeting invites have been sent out for Task Force meetings only for the full two weeks
- Bridge information for all Task Force / Track Meetings may be found at 1) IEEE 802.3 Calendar (<https://www.ieee802.org/3/calendar.html>), 2) <https://www.ieee802.org/3/dj/public/index.html>, and 3) on the next page.
- Any announcements regarding meetings and or presentations will be sent to the Task Force reflector ([stds-802-3-b400g@listserv.ieee.org](mailto:stds-802-3-b400g@listserv.ieee.org)). Individuals should be subscribed to the reflector (See <https://www.ieee802.org/3/df/reflector.html> if not currently subscribed).
- IMAT for “Track Days” – sign into specific track you are attending (track where you spend majority of time)

# June Electronic Meetings Phone Bridge Information

	Date	Task Force	Architecture / Logic	Electrical	Optical
Mon	03 Jun	<a href="#">Bridge Info</a>			
Tues	04 Jun		<a href="#">Bridge Info</a>	<a href="#">Bridge Info</a>	<a href="#">Bridge Info</a>
Wed	05 Jun		<a href="#">Bridge Info</a>	<a href="#">Bridge Info</a>	<a href="#">Bridge Info</a>
Thurs	06 Jun	<a href="#">Bridge Info</a>			
Mon	10 Jun		<a href="#">Bridge Info</a>	<a href="#">Bridge Info</a>	<a href="#">Bridge Info</a>
Tues	11 Jun		<a href="#">Bridge Info</a>	<a href="#">Bridge Info</a>	<a href="#">Bridge Info</a>
Wed	12 Jun		<a href="#">Bridge Info</a>	<a href="#">Bridge Info</a>	<a href="#">Bridge Info</a>
Thurs	13 Jun	<a href="#">Bridge Info</a>			

# Key Dates during Meeting

- **Wed, 05 June 2024**
  - **3pm EDT: Request to pull comments from “bucket1”**
  - **Interim comment report posted after meeting**
- **Thurs, 06 June 2024 TF Meeting**
  - **Motion to approve comments in “bucket1” and “bucket2”**
- **Wed, 12 June 2024**
  - **Interim comment report posted after meeting**
- **Thurs, 13 June 2024**
  - **Closing business**

# Future Meetings

**IEEE P802.3dj:** <https://www.ieee802.org/3/dj/public/index.html>

- IEEE 802 July 2024 Plenary
  - Week of July 15-19, 2024
  - Montreal, Quebec, Canada
- IEEE 802.3 Sept 2024 Interim
  - Week of Sept 16-20, 2024
  - Hamburg, Germany
- IEEE 802 Nov 2024 Plenary
  - Week of Nov 11-15, 2024
  - Vancouver, BC, Canada
- IEEE 802.3 Jan 2025 Interim
  - Week of Jan 20-25, 2025
  - Location: TBD
- IEEE 802 Mar 2025 Plenary
  - Week of Mar 10-14, 2025
  - Atlanta, GA, USA

# Future Ad hoc Meetings

- Joint Optics / Logic
  - 27 Jun 2024, 10am to 1pm ET
- Electrical
  - 20 Jun 2024, 9:30am to 12:30pm ET
- COM
  - 18 Jun 2024, 10am to 10:30am ET
  - 25 June 2024, 10am to 10:30am ET
  - 02 Jul 2024, 10am to 10:30am ET



# CLOSING BUSINESS

## ■ Reminder – Liaisons for consideration at July Plenary (as of 13 Jun 2024)

### – From OIF: 800LR / 800ZR IA Project Updates

#### ▪ See -

[https://www.ieee802.org/3/minutes/may24/incoming/OIF\\_liaison\\_letter\\_IEEE\\_800ZR\\_12May24\\_Redacted.pdf](https://www.ieee802.org/3/minutes/may24/incoming/OIF_liaison_letter_IEEE_800ZR_12May24_Redacted.pdf)

#### ▪ Attachment (password protected) -

[https://www.ieee802.org/3/private/liaison\\_docs/OIF/OIF\\_liaison\\_cover\\_IEEE802.3\\_800ZR\\_800LR\\_12May24-combined.pdf](https://www.ieee802.org/3/private/liaison_docs/OIF/OIF_liaison_cover_IEEE802.3_800ZR_800LR_12May24-combined.pdf)

### – From OIF: Updated Rev. 05 of the CEI-224G-LR-PAM4 specification

#### ▪ See [https://www.ieee802.org/3/minutes/may24/incoming/OIF\\_liaison\\_letter\\_CEI-224G-LR-PAM4\\_12May24\\_Redacted.pdf](https://www.ieee802.org/3/minutes/may24/incoming/OIF_liaison_letter_CEI-224G-LR-PAM4_12May24_Redacted.pdf)

#### ▪ Attachment (password protected) - [https://www.ieee802.org/3/private/liaison\\_docs/OIF/OIF\\_liaison\\_cover\\_IEEE802.3\\_CEI-224G-LR-PAM4\\_12May24-combined.pdf](https://www.ieee802.org/3/private/liaison_docs/OIF/OIF_liaison_cover_IEEE802.3_CEI-224G-LR-PAM4_12May24-combined.pdf)

## ■ Bit Ticket Items (see Next Pages)

- Logic
- Electrical
- Optical

# Logic Track – Big Ticket Items

- 800GBASE-ER1[-20] PCS/PMA (Clause 186)
  - Baseline adopted late (Mar 24). Did not make it into D1.0. Will be added in D1.1
  - Initial review of Clause 186 in D1.1 necessary
- TimeSync support related to new SM-PMA and inner FEC sublayers
  - Comments #481, #597, #605
  - Potential updates to Clause 90/Annex 90A and/or addition of associated references in other clauses
- ILT implications for AN and link\_status
  - Comment #194
- Skew Budget
  - Comments #181, #182
  - Revisit skew specification in context of the new SM-PMA and inner FEC sublayers

# Electrical Track – Big Ticket Items

- CR/KR:
  - COM parameters ( $\eta_0$ ,  $d_w$ ,  $N_{fix}$ ,  $N_g$ , etc.), CA, TX values, SNDR, etc.
- MLSD: using for CR/KR or not? Implementation penalty proposal?
- ILdd C2M and C2C
- Jitter: J6u
- C2M Test1/Test2 losses and channel calibration

# Optical Track – Big Ticket Items

## IMDD

- Link budget methodology
  - TDECQ correlation with BER/FLR
  - refinement or improvement
- Reference Receiver definition
  - Tap weights
- Optical Channel model/Fiber specs topic
  - Resolve the fiber model/data/ITU analysis
  - 800G-LR4 related baseline concerns
  - Other PMDs
- Adopted PMDs
  - continued experimental validation to support current specs

## Coherent

- Transmitter TQM
  - Reference receiver
- Initial review of Clause 186 in D1.1 necessary

## OLT/OAN

- Clarity on baseline adoption/completion

**THANK YOU!**



# BACKUP



# The Role of the Chair / Vice Chair

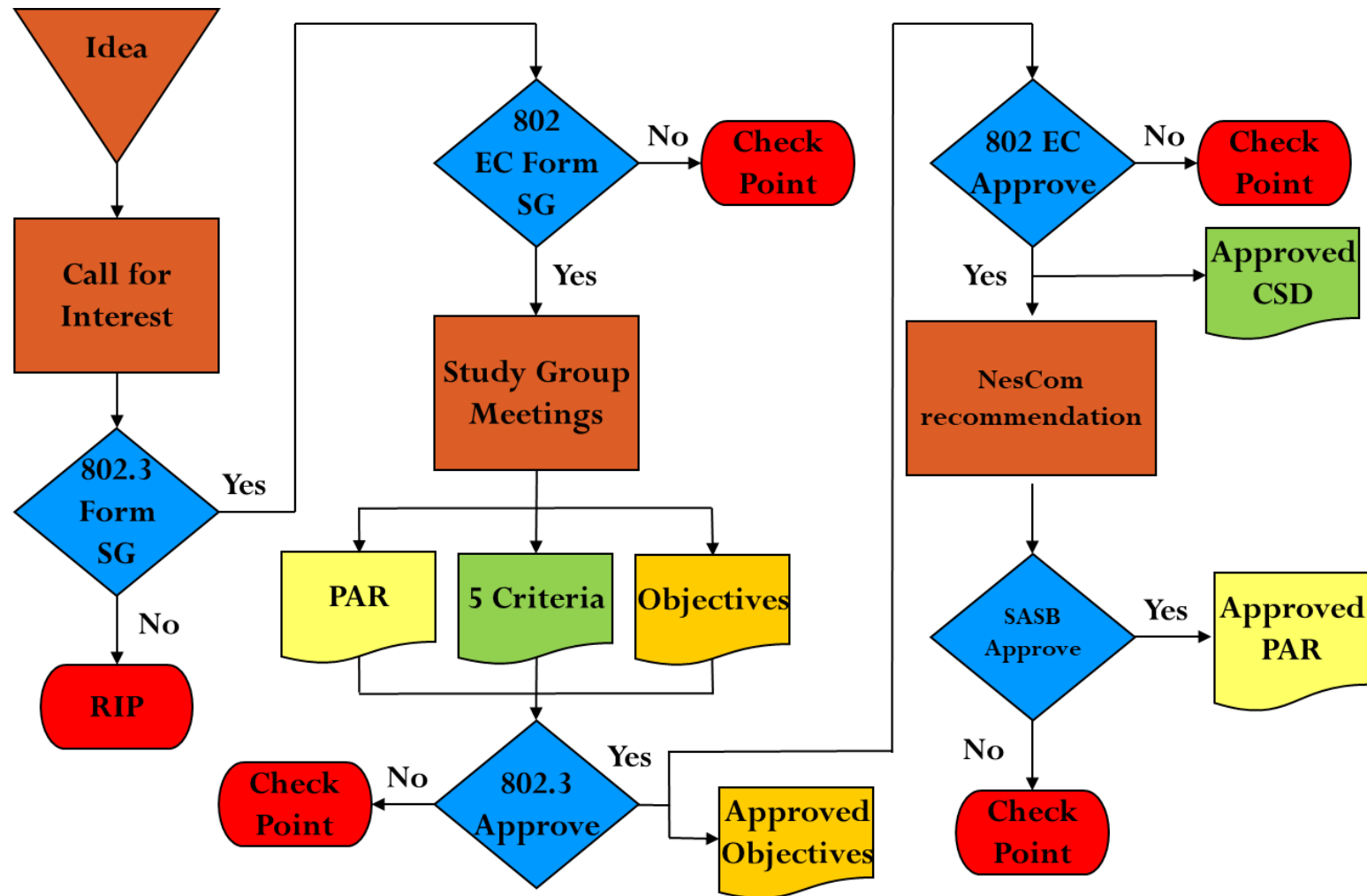
- **Per the IEEE 802.3 Ethernet WG Operations Manual ([http://www.ieee802.org/3/rules/P802\\_3\\_rules.pdf](http://www.ieee802.org/3/rules/P802_3_rules.pdf))**
  - **Per 3.4 - Operation of the Task Force**
    - **The operation of the TF has to be balanced between democratic procedures that reflect the desires of the TF members and the TF Chair's responsibility to produce a draft standard, recommended practice, or guideline in a reasonable amount of time for review and approval by the WG. Robert's Rules of Order shall be used in combination with these operating rules to achieve this balance.**
  - **The full responsibilities of the chair are specified in 3.4.3 Task Force Chair's Responsibilities.**
  - **The Role of the Vice Chair is specified in 3.2 –**
    - **There may be a TF Vice-Chair. A TF Vice-Chair carries out the TF Chair's duties if the TF Chair is temporarily unable to do so or chooses to delegate specific duties.**
- **Reminders –**
  - **We are a contribution driven organization. It should not be assumed by anyone that work will just get done without contributions to drive it. Areas not moving forward will be brought to the attention of the Task Force for consideration on how to address.**
  - **Individual standards activities within the WG are, at the discretion of the WG, carried out by Task Forces (TF) operating under, and reporting to, the WG.**



# Important Bylaws, Rules, and References

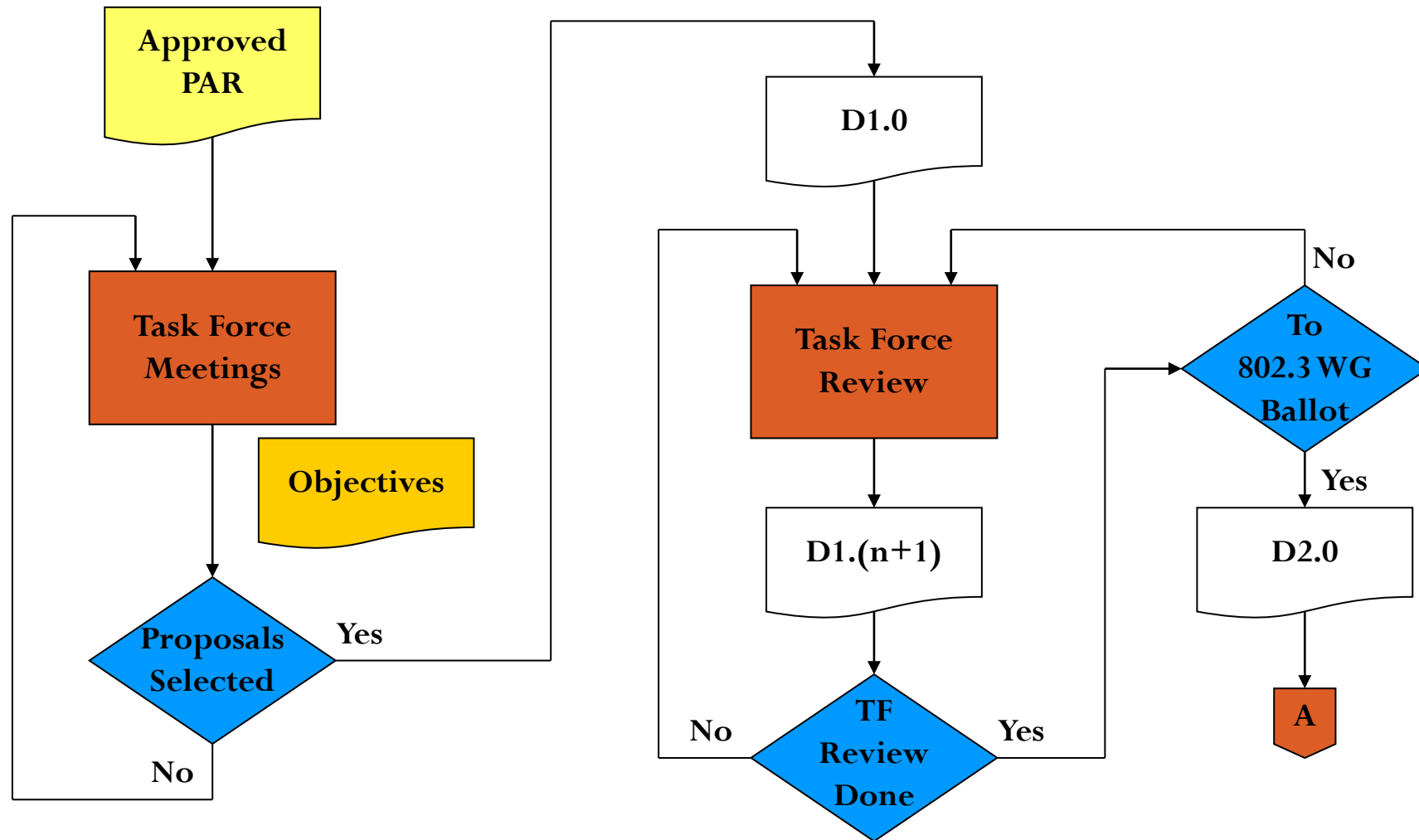
- **IEEE-SA Operations Manual**  
[http://standards.ieee.org/develop/policies/sa\\_opman/](http://standards.ieee.org/develop/policies/sa_opman/)
- **IEEE-SA Standards Board Bylaws**  
<http://standards.ieee.org/develop/policies/bylaws/>
- **IEEE-SA Standards Board Operations Manual**  
<http://standards.ieee.org/develop/policies/opman/>
- **IEEE 802 LAN/MAN Standards Committee (LMSC) Policies and Procedures**  
<https://ieee.app.box.com/v/PandP-LMSC>
- **IEEE 802 LAN/MAN Standards Committee (LMSC) Operations Manual**  
<http://www.ieee802.org/devdocs.shtml>
- **IEEE 802 LAN/MAN Standards Committee (LMSC) Working Group (WG) Policies and Procedures**  
<http://www.ieee802.org/devdocs.shtml>
- **IEEE 802.3 Working Group Operating Rules**  
[http://ieee802.org/3/rules/P802\\_3\\_rules.pdf](http://ieee802.org/3/rules/P802_3_rules.pdf)
- **“Promoting Competition and Innovation: What You Need to Know about the IEEE Standards Association's Antitrust and Competition Policy”**  
<http://standards.ieee.org/develop/policies/antitrust.pdf>

# Overview of IEEE 802.3 Standards Process (1/5)- Study Group Phase

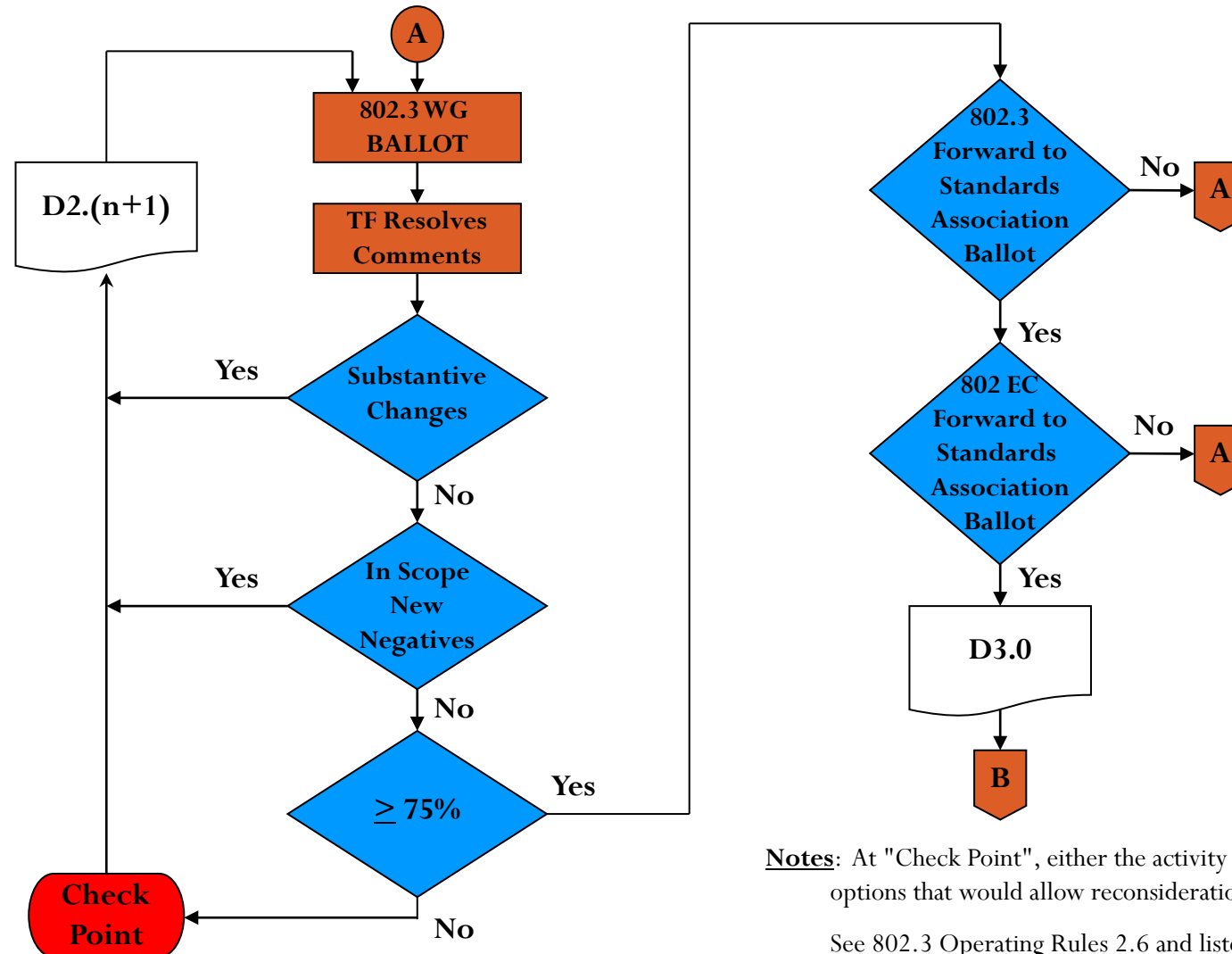


Note: At "Check Point", either the activity is ended, or there may be various options that would allow reconsideration of the approval.

# Overview of IEEE 802.3 Standards Process (2/5) – Task Force Comment Phase



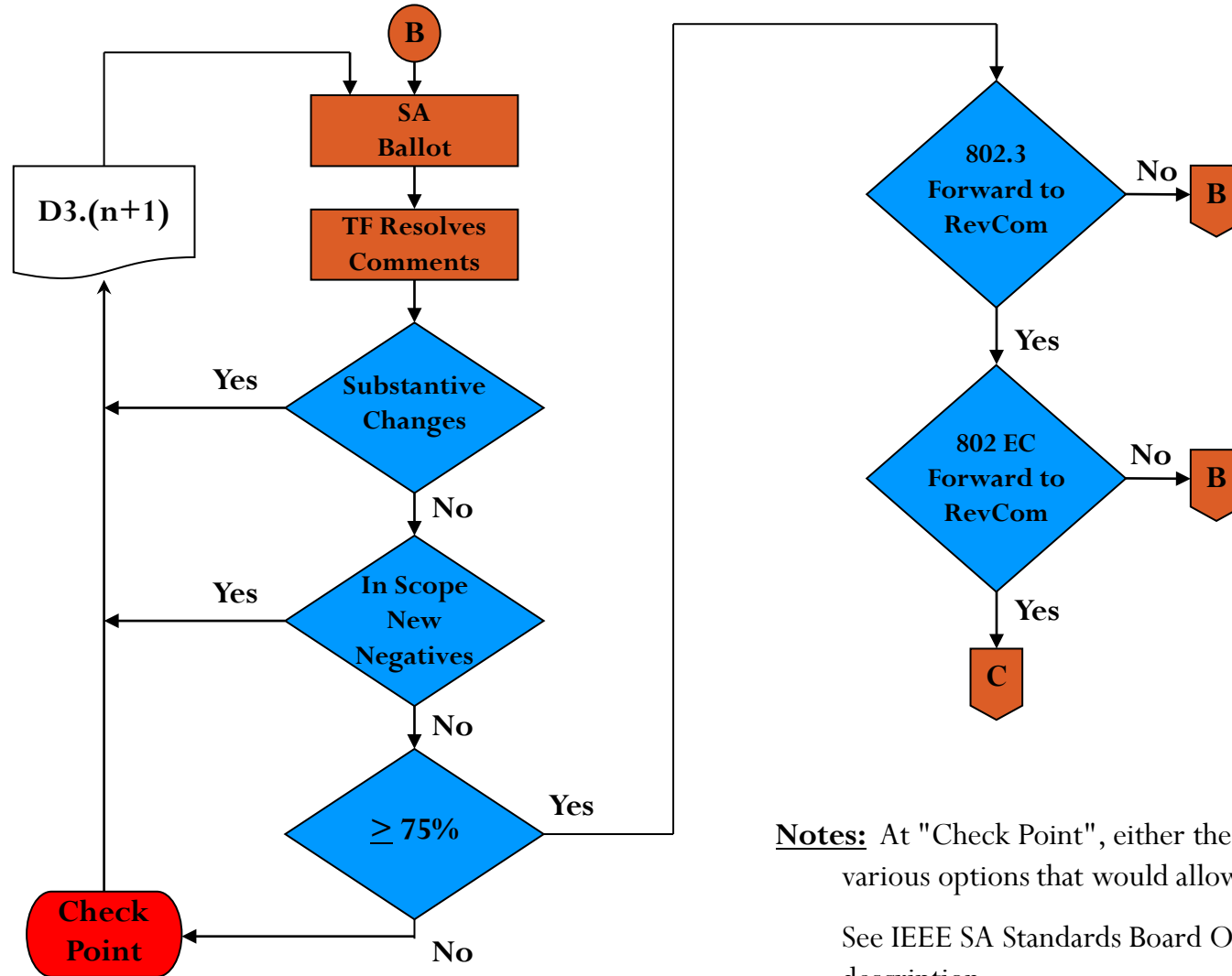
# Overview of IEEE 802.3 Standards Process (3/5) – Working Group Ballot Phase



**Notes:** At "Check Point", either the activity is ended, or there may be various options that would allow reconsideration of the approval.

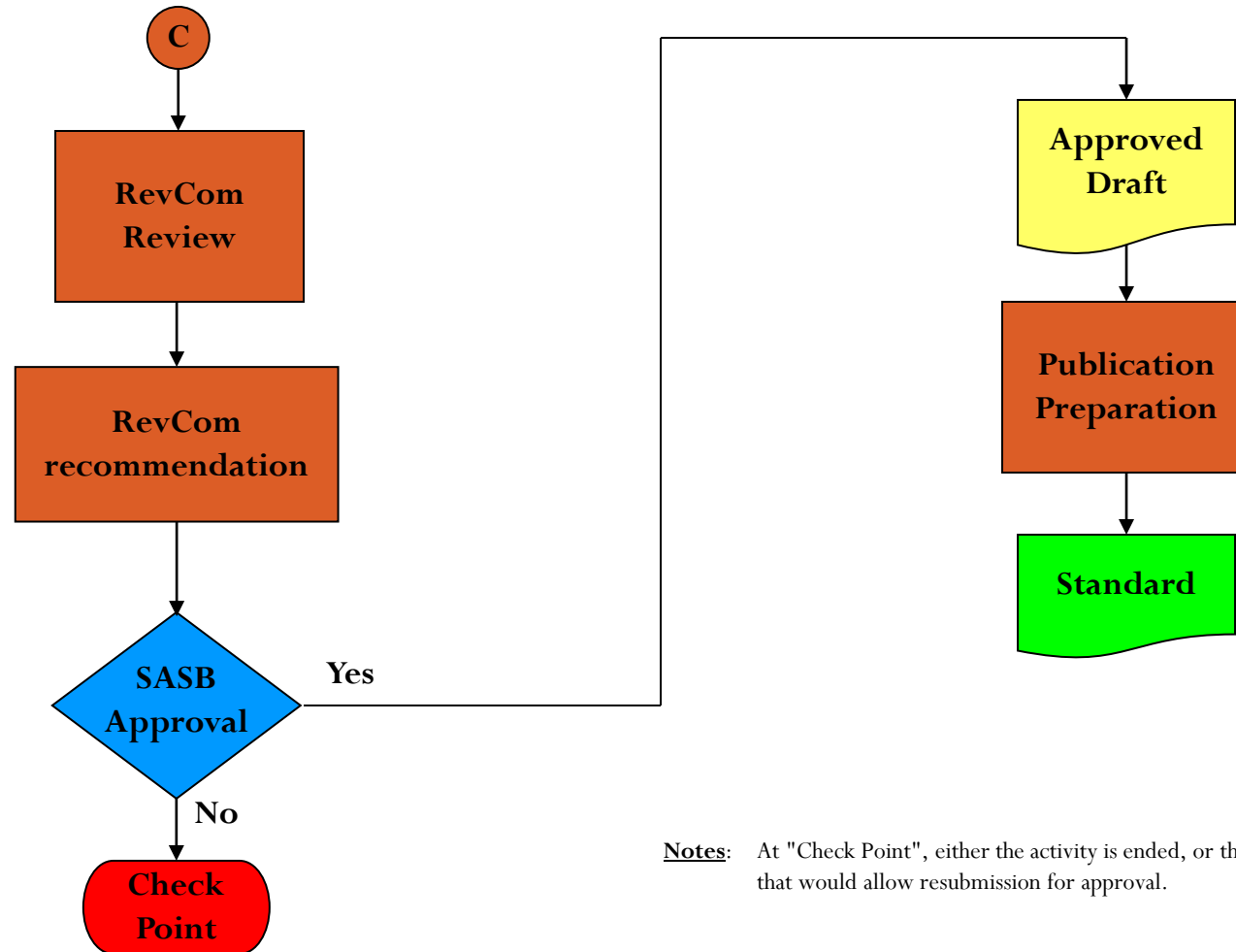
See 802.3 Operating Rules 2.6 and listed references for complete description

# Overview of IEEE 802.3 Standards Process (4/5)- Standards Association (SA) Ballot Phase



**Notes:** At "Check Point", either the activity is ended, or there may be various options that would allow reconsideration of the approval.  
See IEEE SA Standards Board Operation Manual 5.4 for complete description.

# Overview of IEEE 802.3 Standards Process (5/5) – Final Approvals / Standard Release



**Notes:** At "Check Point", either the activity is ended, or there may be various options that would allow resubmission for approval.

# IEEE SA POLICIES

# IEEE SA PATENT POLICY



# Instructions for the WG Chair

- The IEEE SA strongly recommends that at each WG meeting the chair or a designee:
  - Show slides 1 through 4 of this presentation
  - Advise the WG attendees that:
    - IEEE's patent policy is described in Clause 6 of the *IEEE SA Standards Board Bylaws*;
    - Early identification of patent claims which may be essential for the use of standards under development is strongly encouraged;
    - There may be Essential Patent Claims of which IEEE is not aware. Additionally, neither IEEE, the WG, nor the WG Chair can ensure the accuracy or completeness of any assurance or whether any such assurance is, in fact, of a Patent Claim that is essential for the use of the standard under development.
  - Instruct the WG Secretary to record in the minutes of the relevant WG meeting:
    - That the foregoing information was provided and that slides 1 through 4 (and this slide 0, if applicable) were shown;
    - That the chair or designee provided an opportunity for participants to identify patent claim(s)/patent application claim(s) and/or the holder of patent claim(s)/patent application claim(s) of which the participant is personally aware and that may be essential for the use of that standard
    - Any responses that were given, specifically the patent claim(s)/patent application claim(s) and/or the holder of the patent claim(s)/patent application claim(s) that were identified (if any) and by whom.
  - The WG Chair shall ensure that a request is made to any identified holders of potential essential patent claim(s) to complete and submit a Letter of Assurance.
  - It is recommended that the WG Chair review the guidance in *IEEE SA Standards Board Operations Manual* 6.3.5 and in FAQs 14 and 15 on inclusion of potential Essential Patent Claims by incorporation or by reference.
- Note: **WG** includes Working Groups, Task Groups, and other standards-developing committees with a PAR approved by the IEEE SA Standards Board.

# Participants have a duty to inform the ieee

- Participants shall inform the IEEE (or cause the IEEE to be informed) of the identity of each holder of any potential Essential Patent Claims of which they are personally aware if the claims are owned or controlled by the participant or the entity the participant is from, employed by, or otherwise represents
- Participants should inform the IEEE (or cause the IEEE to be informed) of the identity of any other holders of potential Essential Patent Claims

**–Early identification of holders of potential Essential Patent Claims is encouraged**

# Ways to inform ieee

- Cause an LOA to be submitted to the IEEE SA (patcom@ieee.org); or
- Provide the chair of this group with the identity of the holder(s) of any and all such claims as soon as possible; or
- **Speak up now and respond to this Call for Potentially Essential Patents**
  - ▣ If anyone in this meeting is personally aware of the holder of any patent claims that are potentially essential to implementation of the proposed standard(s) under consideration by this group and that are not already the subject of an Accepted Letter of Assurance, please respond at this time by providing relevant information to the WG Chair

# Other Guidelines for IEEE Working Group Meetings

- All IEEE SA standards meetings shall be conducted in compliance with all applicable laws, including antitrust and competition laws.
  - Don't discuss the interpretation, validity, or essentiality of patents/patent claims.
  - Don't discuss specific license rates, terms, or conditions.
    - Relative costs of different technical approaches that include relative costs of patent licensing terms may be discussed in standards development meetings.
    - Technical considerations remain the primary focus.
  - Don't discuss or engage in the fixing of product prices, allocation of customers, or division of sales markets.
  - Don't discuss the status or substance of ongoing or threatened litigation.
  - Don't be silent if inappropriate topics are discussed. Formally object to the discussion immediately.

■ For more details, see *IEEE SA Standards Board Operations Manual*, clause 5.3.10 and *Antitrust and Competition Policy: What You Need to Know* at <http://standards.ieee.org/develop/policies/antitrust.pdf>

# Patent-related information

- **The patent policy and the procedures used to execute that policy are documented in the:**
  - *IEEE SA Standards Board Bylaws*  
(<http://standards.ieee.org/develop/policies/bylaws/sect6-7.html#6>)
  - *IEEE SA Standards Board Operations Manual*  
(<http://standards.ieee.org/develop/policies/opman/sect6.html#6.3>)

–Material about the patent policy is available at

<http://standards.ieee.org/about/sasb/patcom/materials.html>

- **If you have questions, contact the IEEE SA Standards Board Patent Committee Administrator at [patcom@ieee.org](mailto:patcom@ieee.org)**

# IEEE SA COPYRIGHT POLICY

# Instructions for Chairs of standards development activities

- **At the beginning of each standards development meeting the chair or a designee is to:**
  - Show the following slides (or provide them beforehand)
  - Advise the standards development group participants that:
  - IEEE SA's copyright policy is described in Clause 7 of the IEEE SA Standards Board Bylaws and Clause 6.1 of the IEEE SA Standards Board Operations Manual;
  - Any material submitted during standards development, whether verbal, recorded, or in written form, is a Contribution and shall comply with the IEEE SA Copyright Policy;
  - Instruct the Secretary to record in the minutes of the relevant meeting:
  - That the foregoing information was provided and that the copyright slides were shown (or provided beforehand).

# IEEE SA Copyright Policy

- **By participating in this activity, you agree to comply with the IEEE Code of Ethics, all applicable laws, and all IEEE policies and procedures including, but not limited to, the IEEE SA Copyright Policy.**
  - Previously Published material (copyright assertion indicated) shall not be presented/submitted to the Working Group nor incorporated into a Working Group draft unless permission is granted.
  - Prior to presentation or submission, you shall notify the Working Group Chair of previously Published material and should assist the Chair in obtaining copyright permission acceptable to IEEE SA.
  - For material that is not previously Published, IEEE is automatically granted a license to use any material that is presented or submitted.



# IEEE SA Copyright Policy

- The IEEE SA Copyright Policy is described in the IEEE SA Standards Board Bylaws and IEEE SA Standards Board Operations Manual
- IEEE SA Copyright Policy, see
  - Clause 7 of the IEEE SA Standards Board Bylaws  
<https://standards.ieee.org/about/policies/bylaws/sect6-7.html#7>
  - Clause 6.1 of the IEEE SA Standards Board Operations Manual  
<https://standards.ieee.org/about/policies/opman/sect6.html>
- IEEE SA Copyright Permission
- <https://standards.ieee.org/content/dam/ieee-standards/standards/web/documents/other/permissionltrs.zip>
- IEEE SA Copyright FAQs
- <http://standards.ieee.org/faqs/copyrights>
- IEEE SA Best Practices for IEEE Standards Development
- [http://standards.ieee.org/content/dam/ieee-standards/standards/web/documents/other/best\\_practices\\_for\\_ieee\\_standards\\_development\\_051215.pdf](http://standards.ieee.org/content/dam/ieee-standards/standards/web/documents/other/best_practices_for_ieee_standards_development_051215.pdf)
- Distribution of Draft Standards (see 6.1.3 of the SASB Operations Manual)
- <https://standards.ieee.org/about/policies/opman/sect6.html>

# **IEEE SA PARTICIPATION SLIDES**

# Participant behavior in IEEE-SA activities is guided by the IEEE Codes of Ethics & Conduct

- All participants in IEEE-SA activities are expected to adhere to the core principles underlying the:
  - [IEEE Code of Ethics](#)
  - [IEEE Code of Conduct](#)
- The core principles of the IEEE Codes of Ethics & Conduct are to:
  - *Uphold the highest standards of integrity, responsible behavior, and ethical and professional conduct*
  - *Treat people fairly and with respect, to not engage in harassment, discrimination, or retaliation, and to protect people's privacy.*
  - *Avoid injuring others, their property, reputation, or employment by false or malicious action*
- The most recent versions of these Codes are available at <http://www.ieee.org/about/corporate/governance>

# Participants in the IEEE-SA “*individual process*” shall act independently of others, including employers

- The [IEEE-SA Standards Board Bylaws](#) require that “*participants in the IEEE standards development individual process shall act based on their qualifications and experience*”
- This means participants:
  - **Shall act & vote** based on their personal & independent opinions derived from their expertise, knowledge, and qualifications
  - **Shall not act or vote** based on any obligation to or any direction from any other person or organization, including an employer or client, regardless of any external commitments, agreements, contracts, or orders
  - **Shall not direct** the actions or votes of other participants or retaliate against other participants for fulfilling their responsibility to act & vote based on their personal & independently developed opinions
- By participating in standards activities using the “*individual process*”, you are deemed to accept these requirements; if you are unable to satisfy these requirements then you shall immediately cease any participation

# IEEE-SA standards activities shall allow the fair & equitable consideration of all viewpoints

- The [IEEE-SA Standards Board Bylaws](#) (clause 5.2.1.3) specifies that *“the standards development process shall not be dominated by any single interest category, individual, or organization”*
  - This means no participant may exercise *“authority, leadership, or influence by reason of superior leverage, strength, or representation to the exclusion of fair and equitable consideration of other viewpoints”* or *“to hinder the progress of the standards development activity”*
- This rule applies equally to those participating in a standards development project and to that project’s leadership group
- Any person who reasonably suspects that dominance is occurring in a standards development project is encouraged to bring the issue to the attention of the Standards Committee or the project’s IEEE-SA Program Manager