

Meeting Reminders:

1. Participation in the 23 July 2025 IEEE 802.3dj Interim meeting does not **require** registration or payment of registration fee. This meeting does not count towards IEEE 802.3 Working Group voting membership
 - a) IMAT will be used for meeting attendance.
2. Participation in the 28-31 July 2025 IEEE 802.3dj Plenary meeting (face-to-face or remote) **requires** registration and payment of registration fee. This meeting does count towards IEEE 802.3 Working Group voting membership.
 - a) If you are not eligible to sign in to IMAT to claim attendance credit
 - b) For example - you are not going to attend for 75% of the meeting and have not provided your name and affiliation through [Zoom|WebEx],
 - c) Please send an email to John D'Ambrosia / Kent Lusted to be recorded in the minutes as an attendee.
3. When Entering Zoom/Webex Session
 - Please make sure you have your full name and affiliation (in English Characters) noted in the Participants List when entering the meeting
 - To Change
 - Right click on name in participants list
 - Click on Rename
 - Pop up window shows – enter info there
 - Hit Change
 - Failure to do so will result in you being expelled from call in accordance with 802.3 Rules

Agenda and General Information

IEEE P802.3dj Task Force “July 2025 Session”

**23 July 2025 Electronic Meeting
28 – 31 July 2025 Plenary Meeting**

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



3DJ

IEEE P802.3dj Task Force July 2025 Session Agenda (23rd, 28th-31st)

- Approve Agenda
- IEEE 802.3 Jul 2025 Plenary Meeting Map
- Decorum (General / Teleconference)
- Goals For the Meeting
- “Annex 178B” Ad Hoc Formation
- Project Information
 - IEEE Structure
 - IEEE P802.3dj Task Force Project Information
 - Overview of Standards Process – WG Ballot Phase
- Ground Rules
- Voting / Voting Rights / Membership
- Attendance
- Review IEEE SA Policies (<http://ieee802.org/3/policies.html> / included) *
- Liaisons Overview
- Comment Agenda
- Presentations (23 July)
 - A practical way for Rx sensitivity measurement by BLER Error Ratio method, Michael He
 - Block Error Ratio and optical Receiver sensitivity, Guangcan Mi
 - Discussion
- Meeting Recess
- Motion (28 July Start PM) – Approve Bucket #2
- Comment Resolution (See Meeting Map for July 2025 Plenary)
- Motions - Liaisons (31 Jul 2025)
- Comment Resolution continues
- Future Meetings
- Closing Business

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

IEEE 802.3 Jul 2025 Plenary Meeting Map

	Mon	Tues	Wed	Thurs
AM0 08:00-09:00		• TBA	• TBA	TBA
AM1 09:00-11:00		• Track #1 – Elect • Track #2 – Optical • Track #3 - Logic	• Track #1 – Elect • Track #2 – Optical • Track #3 - Logic	TF
AM2 11:15-13:15		• Track #1 – Elect • Track #2 – Optical • Track #3 - Logic	• Track #1 – Elect • Track #2 – Optical • Track #3 - Logic	TF
LUNCH 13:15-14:15				
PM1 14:15-16:15	TF	• Track #1 – Elect • Track #2 – Optical • Track #3 - Logic	• Track #1 – Elect • Track #2 – Optical • Track #3 - Logic	
PM2 16:30-18:30	TF	• Track #1 – Elect • Track #2 – Optical • Track #3 - Logic	• Track #1 – Elect • Track #2 – Optical • Track #3 - Logic	
PM3 19:30-21:30		• TBA		

- All times CET
- Track Chairs will chair track sessions.
- Meeting invites will be sent out for all sessions and be put on the 802.3 calendar.
- Any announcements regarding meetings and or presentations will be sent to the Task Force reflector (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).

General Decorum

- An officer of the Working Group or one of its subgroups, unless prohibited by the P & P of the Standards Committee or Working Group, is permitted to record the proceedings of an IEEE standards development meeting for which they are responsible by making an audio or slideshow recording or by producing a transcript using software or an artificial intelligence (AI) application approved by IEEE. 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. Software or AI shall not be used if it enables persons other than the officer making the recording or authorized Standards Department staff to initiate or obtain the transcription or recording. (March 2025 IEEE-SA Standards Board Operations Manual 5.3.3.2)
- Press (i.e., anyone reporting publicly on this meeting) are to announce their presence (March 2025 IEEE-SA Standards Board Operations Manual 5.3.3.3)

In-Person Decorum



- Cell phone ringers off
- Wear your badges at all times in meeting areas
 - Help the hotel security staff improve the general security of the meeting rooms
 - **PCs HAVE BEEN STOLEN** at previous meetings
 - **DO NOT** assume that meeting areas are secure
- Please sign into the teleconference without audio and video
- Please line up at the floor mic(s) to join the queue
- Please don't speak from your seat—you won't be heard on the teleconference
- Please observe proper decorum in meetings—no sidebar conversations

Teleconference Decorum



- Please MUTE unless called on
- **Please do not turn video on**
 - The chat window is used to be placed into the queue.
 - The chat can only send to “Everyone” or the officers
 - **Please observe proper decorum in meetings**

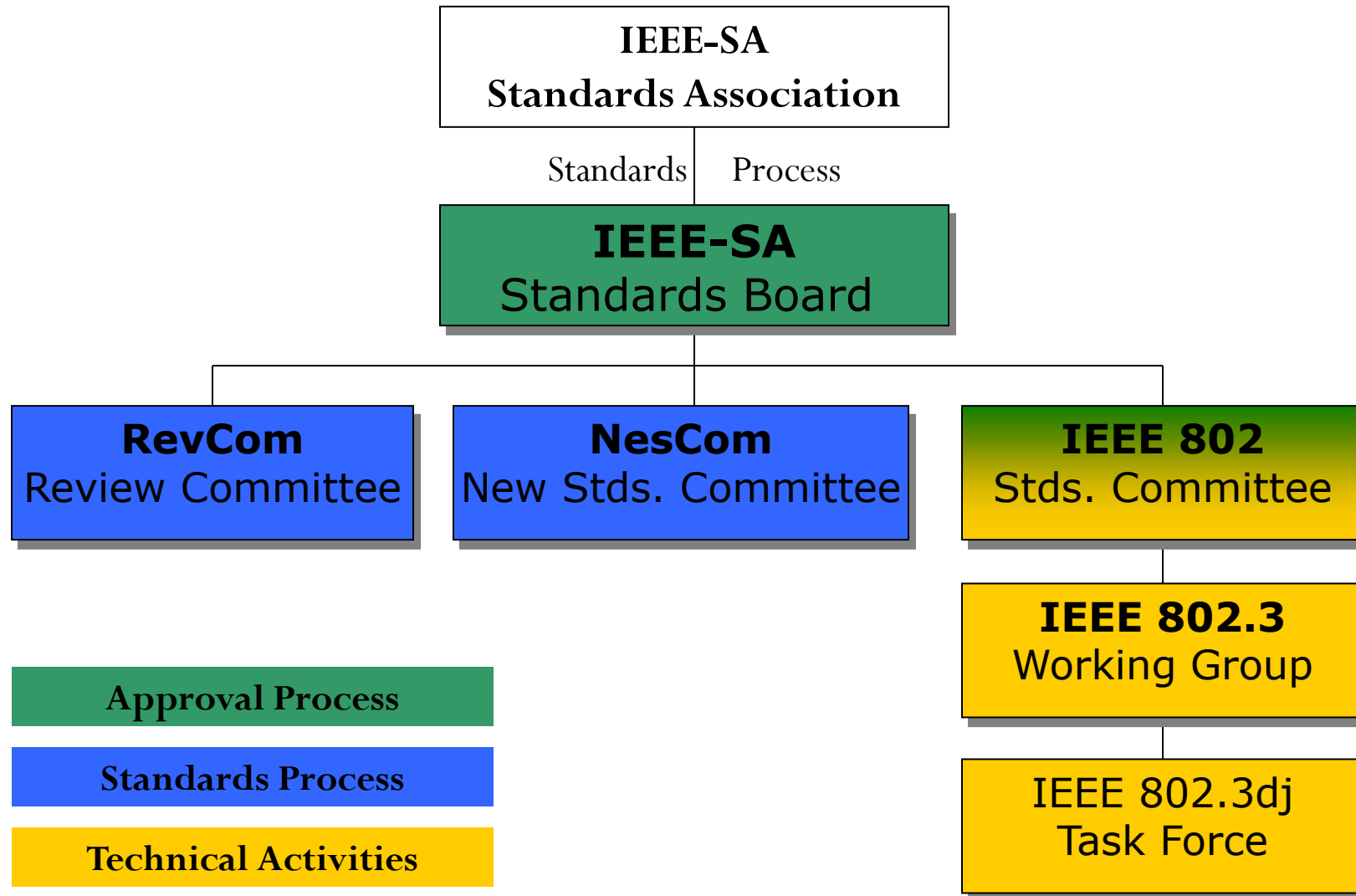
Goals for the Session

- **Continue consideration of comments submitted against D2.0**
- **Approve liaison to address Copper MDI's**
 - **SFP-DD MSA**
 - **SNIA / SFF**
- **Approve generation of D2.1**

“Annex 178B” Ad Hoc Formation

- **Formerly described as “ILT” Ad hoc**
- **Chair: John D’Ambrosia**
 - **Note – The name of the ad hoc has been selected to not reflect any terminology from IEEE P802.3dj D2.0.**
- **Charter: IEEE P802.3dj Annex 178B and other dependent clauses and annexes, defines an architecture, behaviors, and specifications, collectively referred to as “Inter-Sublayer Training” (ILT). This ad hoc is chartered to foster development of recommendations related to refinement of ILT in terms of architecture, terminology, specifications, behaviors, and related updates to the draft.**
- **A reflector will be announced.**

IEEE Structure



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 \(ieee802.org\)](https://www.ieee802.org/3/dj/public/index.html)
- Reflector Info - <https://www.ieee802.org/3/df/reflector.html>
 - TF Reflector: stds-802-3-b400g@listserv.ieee.org
 - Logic Reflector: stds-802-3-b400g-logic@listserv.ieee.org
 - Optical Reflector: stds-802-3-b400g-optx@listserv.ieee.org
 - Electrical Reflector: stds-802-3-b400g-elec@listserv.ieee.org
 - Annex 178b Reflector: stds-802-3-b400g-178b@listserv.ieee.org

▪ Project Documentation –

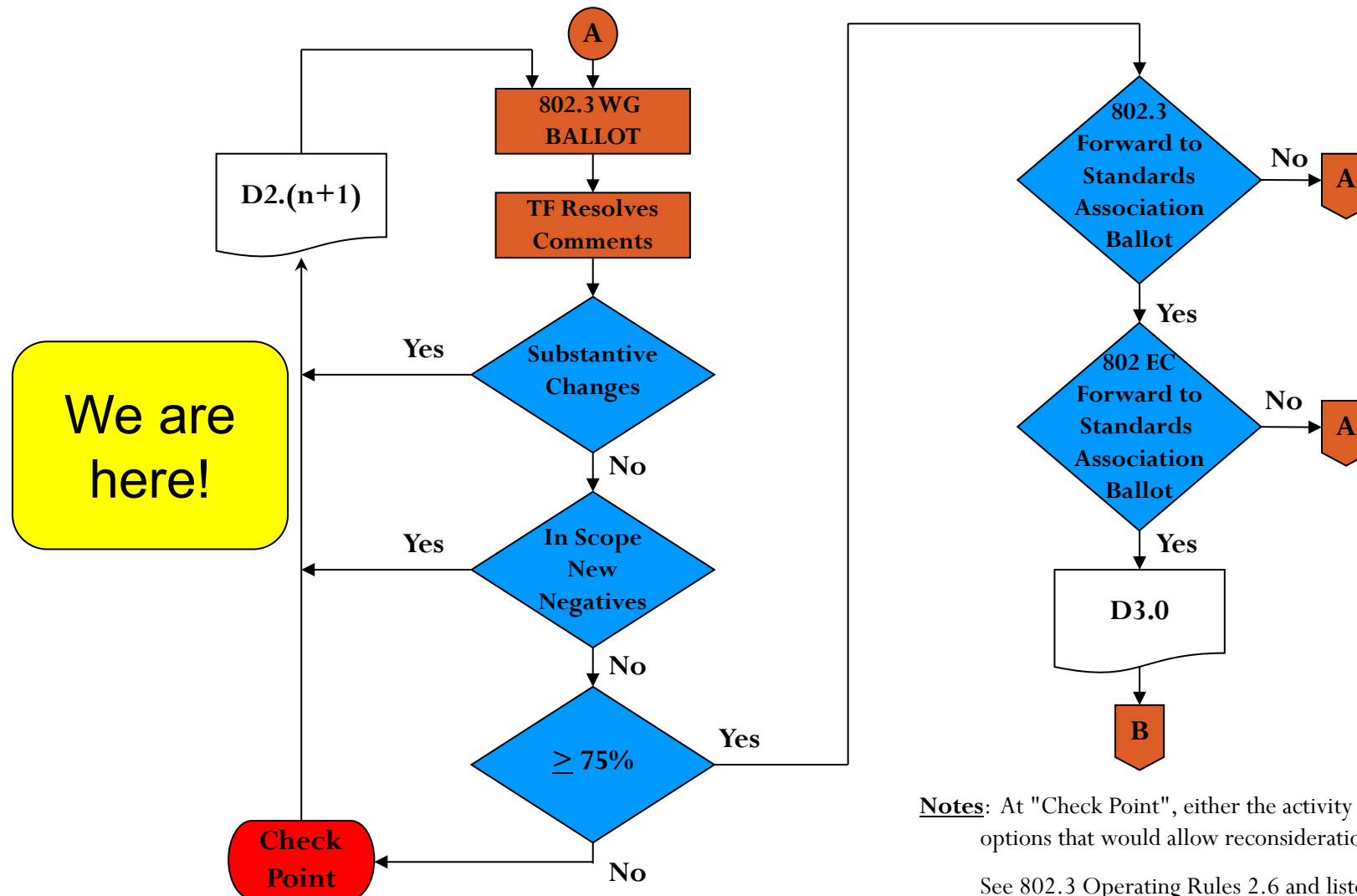
- PAR : https://www.ieee802.org/3/dj/projdoc/P802d3dj_PAR.pdf
- CSD: <https://mentor.ieee.org/802-ec/dcn/22/ec-22-0256-00-ACSD-p802-3dj.pdf>
- Objectives: https://www.ieee802.org/3/dj/projdoc/objectives_P802d3dj_240314.pdf
- Adopted Timeline: https://www.ieee802.org/3/dj/projdoc/timeline_3dj_241114.pdf

▪ 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>

▪

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

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**

Important Bylaws, Rules, and References

- **IEEE-SA Operations Manual**
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
- **“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>

Voting

- ❑ Per https://www.ieee802.org/3/email_dialog/msg01694.html -

IEEE 802.3 will hold its July 2025 plenary session from Monday, 28 July 2025, through Thursday, 31 July 2025. The plenary session will be held at the Meliá Castilla, Madrid, Spain, with support for mixed-mode attendance (i.e., remote attendance).

- ❑ Reference: Excerpt from Section 3.4.2, IEEE 802.3 Operations Manual
 - 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>

Membership and attendance recording

Membership requirements (gaining and retaining)

- Membership requirements (gaining)
 - Attendance in at least 75% of meeting slots at 2 of the last 4 plenary sessions
 - Attendance in at least 75% of meeting slots at recent IEEE 802.3 Ethernet Working Group or Task Group Interim Session may be substituted for one of the two Plenary Sessions
 - Attendance **in at least 75% of the meeting slot's duration** is required for that attendance to count towards gaining or maintaining voting membership
 - **You can only** claim IMAT attendance credit if you attend at least 75% of slot's duration
 - Note – Claiming IMAT attendance credit if you have not attended at least 75% of a slot's duration is not in accordance with IEEE Policies and Procedures, and is a violation of the IEEE Code of Conduct
 - Officers may remove IMAT attendance credit if you attend less than 75% of slot's duration
 - Provide declaration of affiliation and valid contact information
 - Request to become member during potential voter agenda item at an IEEE 802.3 Ethernet Working Group opening or closing **plenary** meeting
- Membership requirements (retaining)
 - Continue to meet above attendance, contact, and affiliation requirements
 - Participate in **two** out of the last **three** Working Group Letter Ballot Series
- For more details see: <https://www.ieee802.org/3/rules/member.html>
- Note - If you are not eligible to sign in to IMAT to claim attendance credit, for example, you are not going to attend for 75% of the meeting and have not provided your name and affiliation through [Zoom|WebEx], please send an email to John D'Ambrosia / Kent Lusted to be recorded in the minutes.
- Note – Task Force Meeting attendance records can not be used as evidence to request IMAT attendance credit for a slot.

Attendance

- **For July Electronic Meetings**
 - Leadership will use IMAT as part of determining meeting attendance.
 - IMAT –
 - Tutorial – https://www.ieee802.org/3/minutes/sep24/0924_imat.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 / Webex attendance will be used to identify remote attendance as well.**

Review of IEEE SA Policies

- Email (<https://www.ieee802.org/3/B400G/email/msg01478.html>) sent to Task Force Reflector reminding all to review and be familiar with following policies:
 - IEEE SA Patent Policy
 - IEEE SA Copyright Policy
 - IEEE SA Participation Slides
- See Backup for slides or <http://ieee802.org/3/policies.html>.

Liaisons Overview (As of 23 July 2025)

- Liaisons to :
 - Regarding copper MDIs to:
 - SFF
 - SFP-DD MSA

Future Meetings

IEEE 802.3: <https://www.ieee802.org/3/interims/index.html>

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

- IEEE 802.3 Sept 2025 Interim
 - Week of Sept 15-19, 2025
 - Minneapolis, MN, USA
- IEEE 802 Nov 2025 Plenary
 - Week of Nov 10 – 14 2025
 - Marriott Marquis Queen's Park
 - Bangkok, Thailand
- IEEE 802 Jan 2026 Interim
 - Week of Jan 19
 - Austin, Tx, USA
- IEEE 802 Mar 2026 Plenary
 - Week of Mar 9-13
 - Vancouver, BC, Canada
- IEEE 802.3 May 2026 Interim
 - Week of May 11-15
 - Munich Germany
- IEEE 802 July 2026 Plenary
 - Week of July 13 – 17
 - Montreal, Quenbec, Canada

Future Meetings – Ad Hoc

- **Logical / Electrical / Optical Joint Ad hoc Mtgs**
 - **Thurs 28 Aug, 10am - 1pm ET**
 - **Mon 08 Sept, 10am - 1pm ET**
- **Annex 178b**
 - **Wed 27 Aug, 10am – 1pm ET**
 - **Wed 10 Sept, 10am – 1pm ET**

CLOSING BUSINESS

Going Forward

■ First Recirculation Ballot Estimated Schedule

- Ballot Opens 20 Aug 2025 Ballot Closes 03 Sept 2025
- Sept Interim Presentation Request – 04 Sept 2025
- Sept Interim Presentations Due – 08 Sept 2025
- Sept Interim – 15 – 18 Sept 2025

OIF – Week of 11 Aug

■ 2nd Recirculation Ballot Estimated Schedule

- Ballot Opens – 04 Oct 2025 Ballot Closes -18 Oct 2025
- Nov Plenary Presentation Request – 30 Oct 2025
- Nov Plenary Presentations Due – 03 Nov 2025
- Nov Plenary – 10 – 14 Nov 2025

ECOC – 28 Sept – 02 Oct 2025

OIF – Week of 03 Nov

THANK YOU!



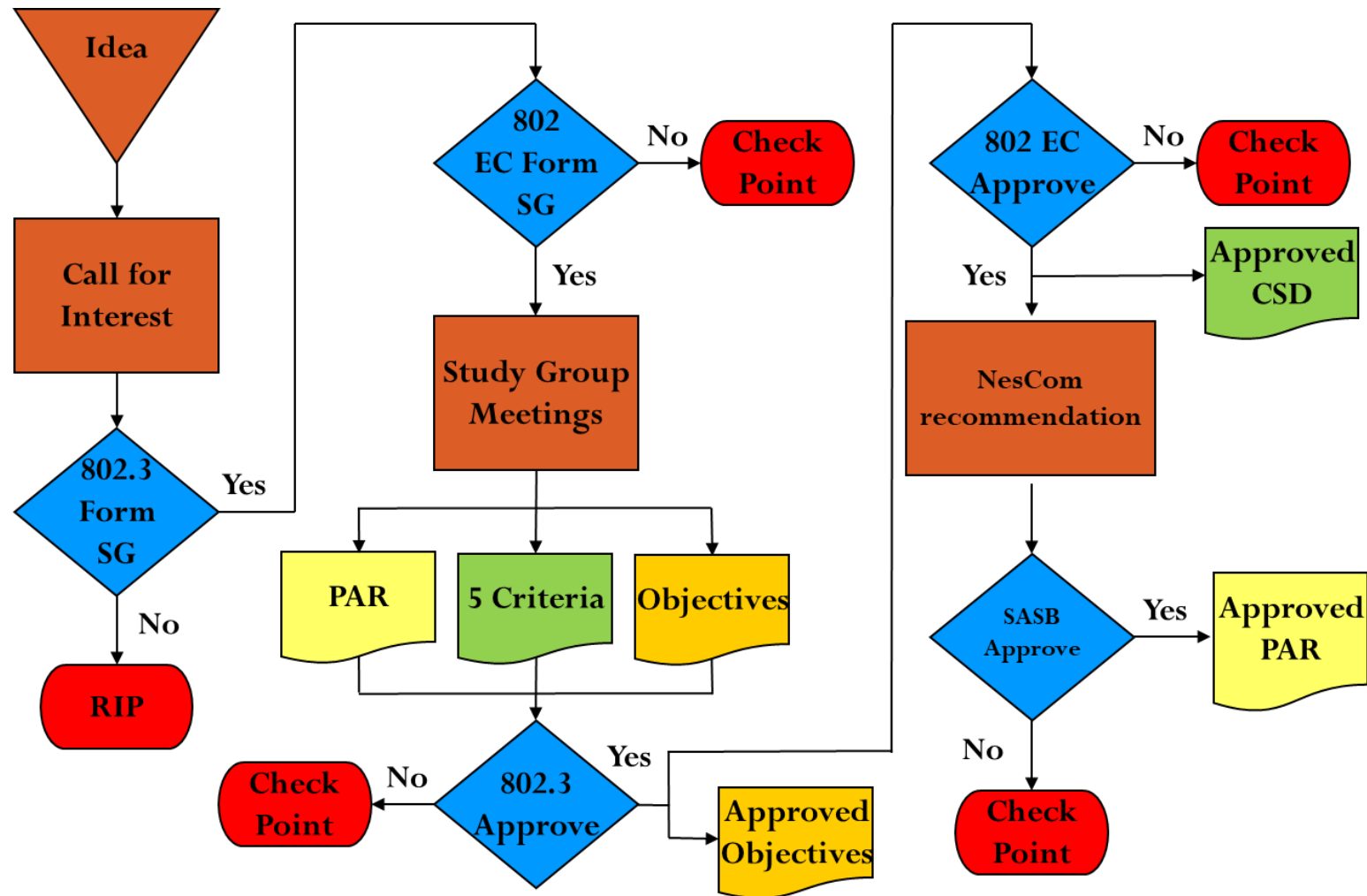
BACKUP



The Role of the Chair / Vice Chair

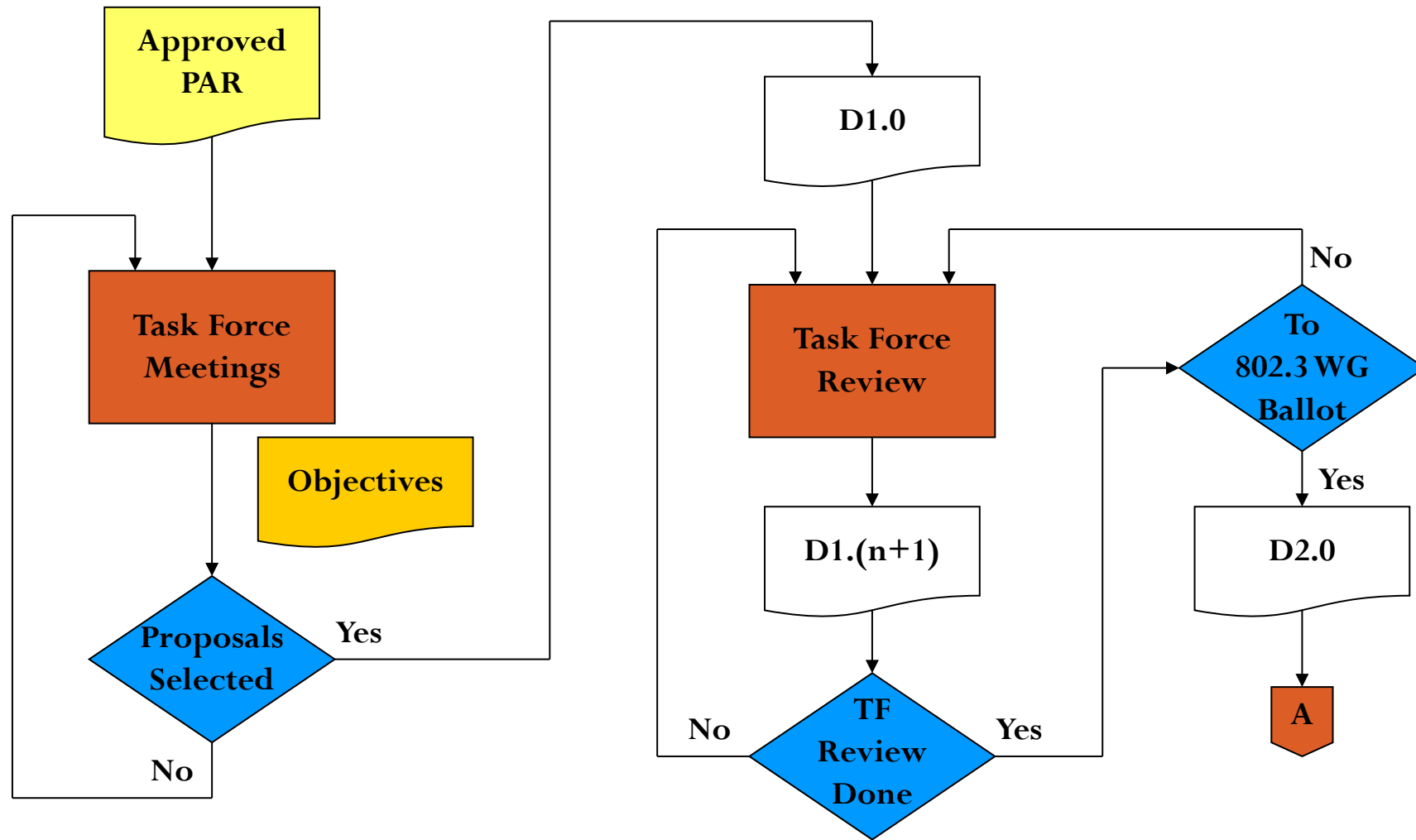
- **Per the IEEE 802.3 Ethernet WG Operations Manual (http://www.ieee802.org/3/rules/P802_3_rules.pdf)**
 - **Per 3.4 - Operation of the Task Force**
 - **The operation of the TF has to be balanced between democratic procedures that reflect the desires of the TF members and the TF Chair's responsibility 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.**

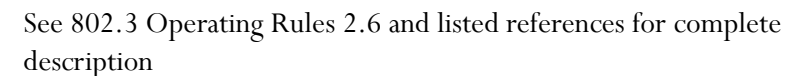
Overview of IEEE 802.3 Standards Process (1/5)- Study Group Phase



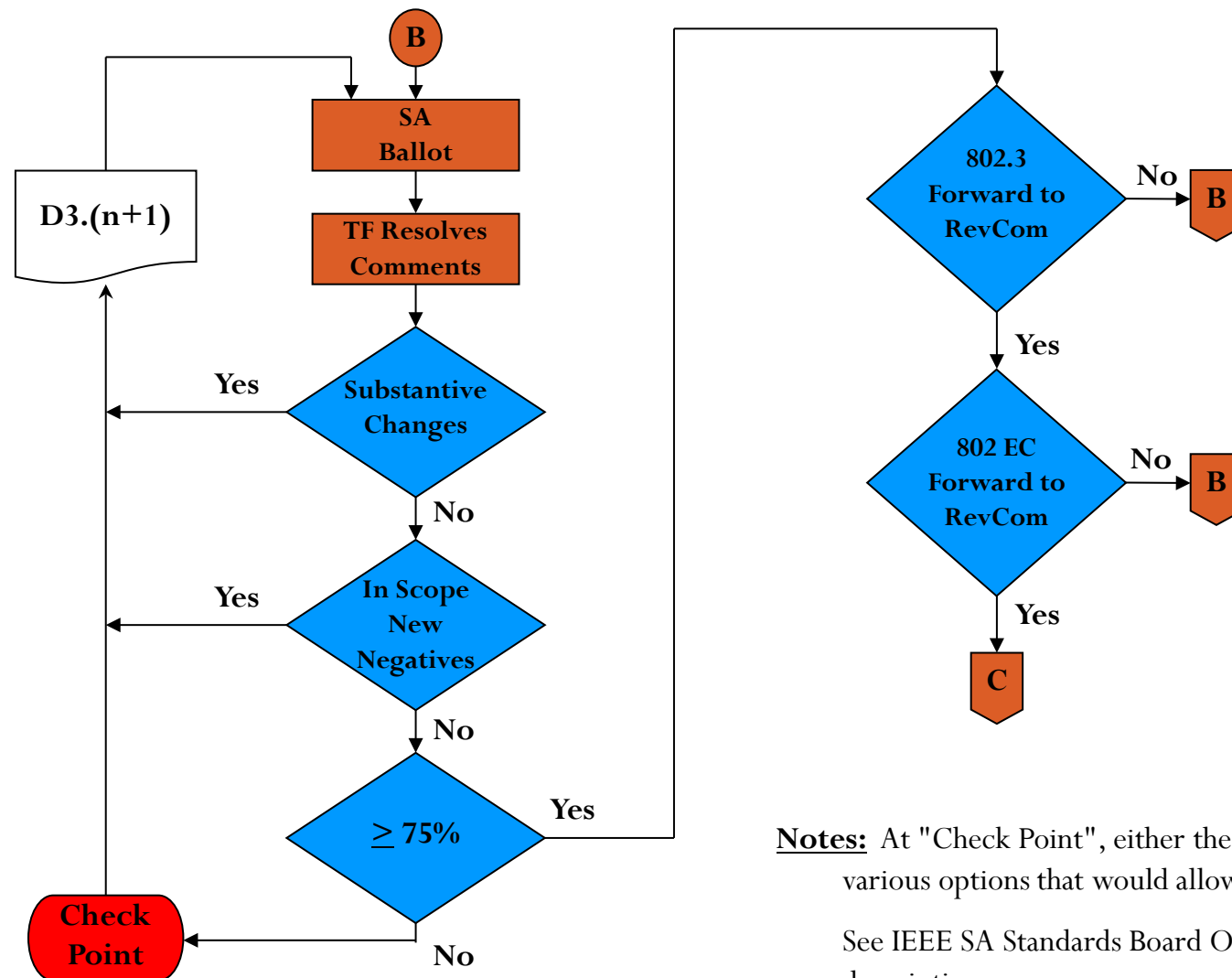
Note: At "Check Point", either the activity is ended, or there may be various options that would allow reconsideration of the approval.

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





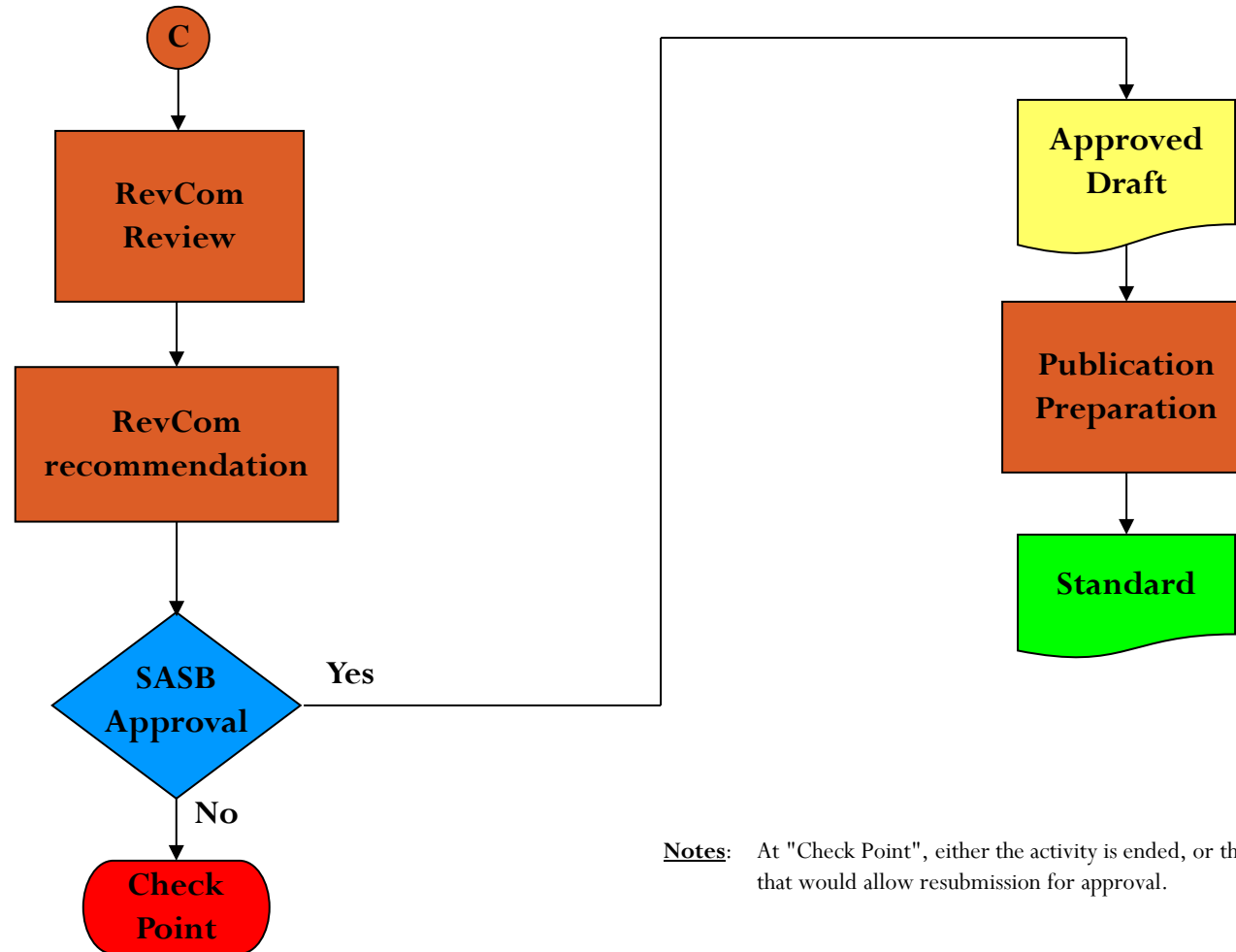
Overview of IEEE 802.3 Standards Process (4/5)- Standards Association (SA) Ballot Phase



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**

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
- 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