



— TRANSPARENCY | TRUST | EMPOWERMENT —

Code Of Conduct

Code of Conduct

Version 1.0 • Last Updated: July 2026

■ Purpose & Scope

This Code of Conduct governs the behavior of all **Transpario Contributors, Investigators, and Admin Staff**.

Because our platform documents sensitive fee policies and internship reviews, our credibility relies entirely on the honesty, neutrality, and professional integrity of our team. By joining the team, you agree to represent Transpario in accordance with these standards at all times.

■ ■ Core Commitments

1. Integrity and Truthfulness

- **Fact First:** Never publish or verify a listing unless you have audited Level 3 or 4 evidence. Do not let personal dislike of an organization influence your grading.
- **No Tampering:** Never modify, edit, or falsify evidence logs. Ensure screenshots of email headers or invoices are preserved in their original form.

2. Neutrality and Objectivity

- **Label, Don't Defame:** Avoid subjective vocabulary. Use standard tags (e.g., `Training Fee`, `Unpaid Stipend`) rather than subjective commentary (e.g., "*terrible internship*" or "*scam company*").
- **Fair Hearing:** Always document company statements or responses objectively if they clarify their fee policies.

3. Absolute Confidentiality

[!IMPORTANT]

Data Protection Commitment

You must never disclose the identity, email address, phone number, or academic institution of any student reporter to the public or to the company under investigation. Student safety is our absolute priority.

■ Conflict of Interest (COI)

To maintain objectivity, you must declare any Conflict of Interest and recuse yourself from reviewing a submission if:

- * You have previously applied to, worked for, or participated in an internship with the company under review.
- * The company is operated by a family member, personal acquaintance, or direct competitor of your current employer.
- * The submission concerns your own university's internal placement cell.

Recused contributors must not comment on, vote on, or approve the associated review board files.

■ Professional Representation

When communicating as a Transpario contributor:

- * Use the official email template for company outreach.
 - * Remain polite, brief, and objective, even if met with hostility or legal threats.
 - * Do not make promises regarding listing removals or rating improvements without moderator approval.
 - * **No Personal Gain:** Strictly prohibit accepting any direct or indirect payments, gifts, sponsorships, or favors from companies under investigation to modify or delete a listing.
 - * **No Leveraging Access:** Prohibit using your contributor status or access to obtain preferential treatment, job offers, referrals, or internships from listed companies.
 - * **No Posing as Higher Authority:** Contributors must not issue ultimatums, make final deletion threats, or claim official platform-wide actions on behalf of the administration without prior moderator consensus.
 - * **Unauthorized Spokesperson Restriction:** Prohibit speaking to the press, posting on LinkedIn, or publishing public articles as an official representative of Transpario without prior written approval from the Admins.
-

■ Violations & Disciplinary Procedures

Infractions of this Code of Conduct will be reviewed by the Core Admin Panel. Outcomes range based on severity:

- **Minor Infraction** (e.g., unprofessional tone in company email): Retraining, warning, and case reassignment.
- **Moderate Infraction** (e.g., violating COI rules, neglect of validation checklist): 30-day suspension of contributor permissions.
- **Severe Infraction** (e.g., doxxing a student, falsifying evidence, accepting bribes): Immediate termination of contributor status, deletion of portal access, and public disclosure of removal.

Legal Accountability & Indemnification

To protect the platform's credibility, legal standing, and hosting administrators:

* **Personal & Legal Liability:** Every contributor is personally and legally liable for their actions, audits, edits, and communications on the platform.

* **Indemnification Agreement:** By serving as a contributor, you agree to indemnify, defend, and hold harmless the platform administrators, creators, and hosting infrastructure from any legal claims, lawsuits, legal fees, damages, or liabilities arising directly or indirectly from your violation of this Code of Conduct (specifically, but not limited to, accepting bribes, falsifying evidence, or leaking/exposing students' personally identifiable information (PII)).

* **Platform Safe Harbor:** Contributors acknowledge that Transpario acts solely as a neutral intermediary hosting platform (Safe Harbor) under applicable laws, and that the legal accountability for the accuracy and integrity of specific reviews rests entirely with the individual contributors who audit and approve them.