

Together

Any rule made visible offers a freedom to understand it, to discuss it, to manipulate it, to modify it. All invisible rules offer to a minority that hides them the opportunity to oppress and control a larger exploited part.

Code of conduct

During these meetings as well as in all our web and internet spaces, in any event that these researches and contributions might cause, all the people who contribute and use the present resources commit themselves on:

Encouraged postures

The welcome

Let's make sure that people - of all backgrounds and identities - are welcome, that they feel welcomed in an open and hospitable space. This includes, but is not limited to, people of all ethnicities, cultures, nationalities, skin colors, political beliefs, religions, mental and physical abilities, migration or expatriation status, economic and social class, education level, gender, romantic orientation and sexual identity, age, height, family status.

Good manners and good treatment

Let's meet with excellence, that is to say, the will and care for the well-being and happiness of others, and let's make sure that our way of acting in concrete terms (know-how and behaviour) is one of good manners.

- Show empathy, courtesy and kindness to others.
- Respect different opinions, points of view and experiences.
 - Except for opinions related to the unacceptable behaviors described below
- Giving and accepting constructive feedback with grace
- Accepting responsibility and apologizing to those who have been affected-es by our mistakes, and learning from the experience.
- Share feedback.
- Focus on what is best not only for us as individuals, but also for the community as a whole.

Be mindful of our own and others' speaking time, ideally sharing it equally if everyone wants to speak.

Behaviors we do not accept

- personal attacks: threats, insults, violent language directed against another person, present or

not;

- racism, sexism, LGBTQI+phobia
- oppressive humor and discriminatory language;
- advances, non-consensual flirting;
- insistence when someone asks you to stop;
- encouragement of the above behaviors.

How to report a problem

What should you do if you experience a situation that does not follow these guidelines?

First and foremost, know that you are entitled to say that you are not comfortable with what is happening.

- If you have the energy, we invite you to report the oppressive behavior to the person involved and/or to someone you identify as a facilitator
- If you are uncomfortable and/or don't have the energy, but want to make the situation known, you can tell someone you trust on the workshop site, website or forum to contact a facilitator.

What happens to the person who breaks these rules

What will be done next?

Once we are informed, we can act, according to the wishes of the person who has suffered the situation. Ideally, we will build the remedy with them, but not necessarily - it will depend on them.

Harsher decisions, such as exclusion, will be discussed in the community with a right of reply for the person who has done wrong.

In the case of institutional justice, we will take note in agreement with the victim.

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