

## Common Bond Society Code of Conduct

Common Bond Society is conceived as a space that encourages mutual respect, collaboration and exchange. This code of conduct aims to ensure that all participants feel safe and confident to participate in the project.

Common bond Society is committed to providing a safe and welcoming environment for all participants regardless of but not excluded to: ethnicity, gender, sexual orientation, impairment, religion, appearance or technical ability. We do not tolerate any derogatory language, personal attacks, violence and threats of violence, unwelcome sexual content, racist content or disruptive behaviour.

We do not tolerate harassment in any form. If you feel threatened or violated as a result of intimidating, harassing, abusive, discriminatory, derogator or demeaning conduct or witness such behaviour please contact [info@upprojects.com](mailto:info@upprojects.com).

We expect all participants to:

- Be respectful  
Common Bond Society believes in a society where everyone's ideas, styles and viewpoints are valued, listened to and appreciated. We understand that disagreements will occur but believe that no disagreement is an excuse for poor manners. We encourage our community to be open to being wrong and accepting and acknowledging different viewpoints and possibilities. We expect all participants to take responsibility for their actions and the impact of their mistakes. Should someone be harmed by your actions: listen carefully, apologize sincerely and learn for the future.
- Be Inclusive  
We encourage our community to actively seek diverse perspectives. We believe that diversity of views and individuals drive innovative thinking. We expect our community to encourage and openly welcome all voices to encourage new perspectives to be heard and actively listened to. Should you be dominating a discussion please recognise the importance in stepping back and encouraging other voices to join you. Be inclusive and welcome everyone's participation whether they are non-native English speakers, from a different culture, using different pronouns, living in a different time zone or facing any other barriers of participation.
- Understand different perspectives  
We don't believe in having the goal of winning an argument. We encourage participants have the goal of being open to new ideas. We believe that different perspectives be they similar, dissimilar or contradictory of our own strengthen our ideas.
- Appreciate our similarities and differences

We cherish culturally diverse participants. Cultural differences can encompass everything from religious observances to habits in speech. We expect all participants to be respectful of people with different cultural practices, attitudes and beliefs. Eliminate your bias, dissolve your prejudice and get rid of your discriminatory practices. Consider others needs and try your best to accommodate them. Use preferred titles and pronouns and the appropriate tone of voice. Respect every individual's right to privacy and confidentiality. Be open to learning from and educating others as well as educating yourself.

- **Lead by example**  
Become a person, people will want to follow. Your actions will influence others to respond in ways that are appropriate to our beliefs. Work for inclusion and hold yourself and others accountable for their actions.
- **Be direct and professional**  
We believe in speaking directly when disagreements arise and when we think we need to improve. We believe in not withholding hard truths but expressing them respectfully. We know that doing so is far from easy but encourage mutual respect amongst participants.

To achieve this code of conduct the commissioners and artist of Common Bond Society will:

- Appoint a dedicated contact person that can be contacted via [info@upprojects.com](mailto:info@upprojects.com). Those experiencing or witnessing harassment are encouraged to reach out to this contact person when the harassment occurs.
- Follow up with each issue that is brought to their attention. This includes communicating with involved parties about further steps where possible.

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