

## **Board Member Code of Conduct**

Welcome to Queer Intersections! We want to create a safe and welcoming environment for everyone who visits or participates in our activities. To ensure a positive experience for all, we have established this Code of Conduct. Please read and abide by these guidelines:

1. **Respect and Kindness:** Treat everyone with respect, kindness, and empathy. Be considerate of others' feelings, opinions, and personal boundaries. Treat others the way you would like to be treated.
2. **Inclusivity and Diversity:** Embrace diversity and inclusivity. Celebrate differences in race, ethnicity, nationality, gender, sexual orientation, age, abilities, and beliefs. Be open-minded and welcoming to all individuals.
3. **Zero Tolerance for Bullying, Violence, Harassment and Hate Speech:** Bullying, violence, and hate speech have no place here. This includes cyber-bullying. Treat others with compassion and understanding. Do not engage in any form of verbal, physical, or emotional harm towards others.
4. **Antiracism and Equality:** We are committed to promoting antiracism and equality. Discrimination based on race, ethnicity, or any other characteristic is strictly prohibited. Stand up against racism and report any discriminatory behaviour to the event leader or a board member.
5. **Anti-colonialism:** We are committed to upholding the principles of anti-colonialism and recognize the historical and ongoing impacts of colonialism on Indigenous peoples, communities, and cultures in the Southwestern Ontario region and in Canada as a whole. We are striving to actively challenge colonial narratives and stereotypes, and to amplify the voices and perspectives of marginalized communities. We encourage you to commit to self-reflection and critical examination of your own practices, biases, and privileges.
6. **Confidentiality and Privacy:** Respect the privacy and confidentiality of others. Do not share personal information without consent, including sexual orientation and gender identity. Recognize that everyone may not be open about their sexual orientation or gender identity. Do not out anyone without their consent. Maintain the confidentiality of any sensitive or private discussions or situations that arise. This includes the content of any board meetings that are not open to the public.
7. **Use of Social Media:** Do not take photographs or videos of any individual members without their explicit consent or that of their guardian/substitute decision maker. Do not share images, videos, or other content on social media that contains any information that could identify an individual without their explicit consent or that of their guardian/substitute decision maker. Anything you post related to Queer Intersections represents your own views and must be clarified as such using language such as the following: "The opinion or views expressed here belong solely to myself and do not reflect the position, opinion or views of Queer Intersections or any other parties."
8. **Cooperation and Collaboration:** Foster a spirit of cooperation and collaboration. Work together with others, regardless of differences, to achieve common goals. Encourage teamwork and support one another.
9. **Responsible Behaviour:** Act responsibly and consider the impact of your actions on others and the community. Clean up after yourself, follow safety guidelines, and use resources responsibly. Report any unsafe or concerning behaviour to an event leader or board member.

10. Communication and Listening: Practice effective communication and active listening. Value others' perspectives and opinions. Engage in constructive dialogue and be open to feedback, both positive and critical, and to differing viewpoints.
11. Reporting and Addressing Concerns: If you witness or experience any violations of this code of conduct, report them promptly to the event leader or a member of the board. We are committed to addressing concerns and taking appropriate actions to maintain a safe and inclusive environment.

By following this Code of Conduct, we can all contribute to creating a community centre that is respectful, inclusive, and supportive. Thank you for your cooperation!

By signing this Code of Conduct you agree to follow it while you are engaging in activities and events hosted by or associated with Queer Intersections. If you do not follow this Code of Conduct you will be required to meet with the Nominations and Membership committee. Your membership may be revoked and you may not be allowed to participate in any events hosted or run by Queer Intersections.

Signature:

Name:

Date: