

## UNLEASH Community Guidelines

The UNLEASH Community Guidelines outlines what is **expected** of UNLEASH Community members at all times and are therefore binding upon all Community Members (as defined below).

### IMPORTANT NOTES:

- This policy applies to all Community members, defined as UNLEASH talents, facilitators, experts, mentors, guests, volunteers, partners, secretariat, board, and others who represent or interact with UNLEASH.
- These Community Guidelines apply to the Community Members as soon as they are selected to join the UNLEASH community in any capacity online or offline.
- If you have any questions about these Community Guidelines, please contact the UNLEASH Secretariat at [safeguarding@unleash.org](mailto:safeguarding@unleash.org).
- Please refer to the UNLEASH [Safeguarding Policy](#), a separate binding policy, for further information on how UNLEASH protects the safety of Community Members.
- Any breach or violation of either the UNLEASH Community Guidelines or Safeguarding Policy may under the circumstances result in exclusion from the UNLEASH Community. The UNLEASH Secretariat is competent to assess whether further steps are necessary to be taken.

### As part of the UNLEASH Community, we expect you to:

#### Respect Diversity

Treat all Community Members with respect and speak politely. Embrace and value the diversity of backgrounds, cultures, ideas experiences, and personalities. If you come across cultural contexts or sensitivities you don't understand, take steps to inform yourself.

#### Treat Everyone Fairly

Treat all Community Members the same way, giving each a fair and equal chance. Consider how your actions might affect the ability of all participants to be treated fairly.

#### Show Empathy

Understand and acknowledge the perspectives of others and respect their feelings and lived experiences. Shaming, judging and hostility is not accepted.

### **Keep Conversations Inclusive and Constructive**

Create an inclusive and safe environment where every Community Member is valued and welcome, regardless of their background. Be patient and respect that people have varying levels of comfort speaking English. Actively include people or ask for their opinions when you notice they haven't contributed yet. Try to understand where people are coming from and how you can add value to the conversation.

### **Respect Time and Energy**

Respect others' limited time and resources, especially for support roles that provide their time free of cost. Take responsibility for any UNLEASH role you accept, be responsive to official communications, and take timely action. Inform others immediately if circumstances change and prevent you from keeping to your promises.

### **Respect Boundaries & Ask for Consent**

Respect other people's boundaries, personal space and wellbeing. Actively ask for someone's consent before making any contact, such as physical contact, entering their space, or requesting their information. If for whatever reason someone says "No" or seems uncomfortable to engage with you verbally, physically or online, you must immediately accept it.

### **No Harm to Others**

Do not take part in any form of harassment, abuse (physical, sexual, verbal or cyber), violence or aggression, intimidation or exploitation, or infringement upon the rights of others.

### **No Discrimination, Hate or Microaggressions**

Do not discriminate. Passive or active hate, including racism, sexism, homophobia, transphobia, xenophobia, or any other form of discrimination is not accepted.

### **No Public Shaming or Exposure**

Do not call out individuals with accusations of wrongful actions in public forums. UNLEASH does not permit mob justice (for example Community Members collectively accusing someone they believe to be in the wrong). If in doubt, communicate concerns directly to the UNLEASH Secretariat.

### **No Abuse of Power or Payments for Services**

Do not abuse any position of power you are given as a representative of UNLEASH. Do not demand payments of any kind for any services rendered through UNLEASH programs.

### **No Special Treatment**

Do not attempt to bypass official, publicized channels to participate in UNLEASH, including using private connections to Secretariat members. UNLEASH does not tolerate such attempts.

Participation in UNLEASH is only permissible by formal invitation or selection processes as communicated by UNLEASH.

### **No Illegal Sexual Activity, including Pornography**

Do not exchange money, employment, goods, or services for sexual favors or engage in any form of illegal sexual activity. Do not view, download, create, or distribute pornography on UNLEASH systems or computers.

### **No Illegal Substances**

Do not consume, possess, or engage in the purchase or sale of illegal goods or substances including drugs or alcohol when participating in UNLEASH programs or representing UNLEASH at any event. You will only be permitted to have alcohol in certain designated UNLEASH venues. While consuming alcohol within the designated venue, ensure it does not affect your ability to carry out your role or obligations according to these Community Guidelines.

### **Breach and violation of the Community Guidelines & Safeguarding Policy:**

Community Members are obliged to report any incidents that violate these Community Guidelines & the [Safeguarding Policy](#) (see separate policy) immediately when becoming aware of the actual or potential incident to the UNLEASH Secretariat at [safeguarding@unleash.org](mailto:safeguarding@unleash.org).

In accordance with UNLEASH's zero tolerance policy and the clauses set out in the Community Guidelines and the Safeguarding Policy, if any of the provisions are violated, the UNLEASH Secretariat reserves the right to have the individual in breach excluded from the event/program/entire Community. Note that the UNLEASH Secretariat has the final say on the handling of violations.