

Non-Binary Leeds Community Compact
September 2019

- Confidentiality and Consent
 - All group members have a right to confidentiality and safety.
 - What's said in the room, stays in the room. Information that could be used to identify someone can not be shared outside of the group.
 - When seeing someone from group in the outside world, remember their right to confidentiality. Be wary of approaching.
 - Never out anyone in any sense - this includes but is not limited to sexuality, gender, being a survivor etc.
 - Always get someone's consent before physical contact.
 - Audio recording, video recording and photography should only happen with the explicit consent of anyone who will be captured therein.
 - Online and 'real-world' groups each have their own set of rules but both must be respected at all times.
 - Always get the consent of someone before sending friend requests or talking to them outside of the group.
 - If you are going to discuss something which has the potential to be triggering/distressing to others in the room, flag this with a content note. Potential triggers include, but are not limited to, sexual assault, addiction, self-harm/suicide.
 - Facebook events will never have a public guest list, so group members can notify that they may/will attend without the risk of being outed
 - New members - either requesting to join the facebook group or attending physical meetings - may be contacted by the group's organisers in the interests of safety & support

- Mutual Respect
 - Respect people's names and pronouns.
 - Everyone has different boundaries.
 - Listen to others when they are sharing, and try not to be too loud. Respect others' right to speak and hold space.
 - Respect others' boundaries when it comes to physical contact and topics of discussion.
 - Speak from your own experiences only.
 - Questions are welcome, a clumsily phrased question is an opportunity for learning.
 - If you make a mistake, just apologise and move on.

- 'Don't Have To' Rule

- No one has to engage with any topic they don't wish to.
- Anyone is free to leave the space at any time and will not be judged for doing so.

- Who is the space open to?
 - We are here for anyone who feels they are, or might be, non-binary
 - This group is for ages 18+, and minors must be accompanied.
 - Cis people may attend in a support capacity for a specific member(s) only

- Rules
 - Some guidelines that manage the space are immutable:
 - Any and all forms of aggressive behaviour, verbal or physical, will not be tolerated. Anyone exhibiting such will be asked to leave the space until further notice. This rule is intended to protect group members from intimidating or hostile behaviour. Anger is a valid and welcome emotion
 - Any group member is welcome to bring an ally for support, so long as they respect the space, other members and the community compact.
 - Alcohol and other intoxicants should not be consumed in group spaces, and intoxicated group members may be asked to leave if they are considered disruptive.
 - *We will not, in any case, contact the police.*
 - If a member feels the need to remove themselves from the space for a few minutes, an hour or a session, they will always be welcome to return without being required or expected to give an explanation for their departure.

- Grievances
 - Any grievances or problems can be brought to the Group organisers, currently:
 - Luna Morgana
 - Joni Davida Clark
 - Newton Swift Danger
 - Ash Finlay Dickson
 - Alex Parnham-Cope
 - The final decision on who is and is not welcome in our spaces rests with the Group organisers.
 - Complaints and grievances can be raised by email, Facebook message, letter or in person, and this list is not necessarily exhaustive.
 - The first complaint will result in mediation between complainant and complainee, overseen by an organiser
 - In the event one or more organisers are involved in this complaint (producing either a conflict of interest or emotional distress) this mediation procedure will be overseen by a third party, for example Mesmac.

- Depending on the outcome of this mediation and the severity of the complaint, the complainant, mediator and complaineer shall develop a process that works for the good of the complainant and the community. The removal of the subject of a complaint will always be the last and least looked-to option for the staff.

This compact will be periodically reviewed to make sure it is appropriate for our space. The next review of this will be September 2020