

IGLYO's Participant Agreement

We are happy that you have been invited to attend one of our events. We genuinely think you can have a very important contribution, through what you know, your experiences and through simply being you. Our events are successful when good and diverse people, such as you, come together to learn and enjoy themselves. We would like to ask you for some things in return. Please read below and consent to these ground rules before you decide to accept our invitation. This Participant Agreement should be read together with IGLYO's Code of Conduct.

Language

Speak slowly and clearly so that everyone understands what you're saying.

Respect

Listen when people are talking, try not to interrupt. Give undivided attention to the person who has the floor (permission to speak). Share airtime. Even if we might be inclined to interrupt sometimes, let's not. Take a note and address the issue later. Respect people's confidentiality. Don't reveal details/faces/names that are not intended to be revealed.



Respect and learn pronouns

Don't assume people's gender - ask about pronouns (such as they, zie, she, he, etc). People use different pronouns, as a way of referring to themselves.

Sensitivity to diversity

Do not make assumptions about people's identities. People in the group are different in many ways. We will be careful and try to not make insensitive or careless remarks. Let's not make assumptions about people's identities, it's better to just ask. Ask for permission before touching or hugging someone you do not know well.

Be present

Keep phones, tablet, and laptop use to a minimum. If you need to use your phone, try to do it during the breaks.

Time together is precious

Let's use our time well. Be on time and be focused. We are all here to collectively achieve something. In order to be effective, we should use time well. Be on time. Don't allow yourself to be distracted and don't distract others. Respect facilitators' decisions about the management of the event but don't be afraid to make realistic and practical suggestions, if you have any.



Look after our shared spaces

Keep venues tidy, clean and safe.

Non-judgemental approach

It's OK to disagree, but don't make it personal. We can disagree with another person's point of view without putting that person down. Address the issue, not the person. Personal attacks and violence of any kind will not be tolerated.

Good intent

Sometimes we all get it wrong - assume good intent from other participants. We will call each other on the harmful things we say. We will assume everybody has a good intention, but this does not mean there will not be negative impact. When we point to the negative impact, it does not mean that we attack the person behind it.





Be open to challenge

It can feel difficult, but can help us learn. Prepare to feel uncomfortable at times. It's okay to feel uncomfortable, it's part of learning. Our beliefs might not be the actual facts and many times we will be faced with other people's different beliefs. To learn, we need to be challenged. Inform the organisers beforehand if you are likely to be triggered by the content.

Right to pass

No one should be pressured to always participate. It is always okay to pass. We can choose to not respond to a challenge or, simply, to not speak if we do not feel like having something to say at that moment.

Respect boundaries

No unwanted sexual advances/harassment. Some people don't like to be hugged, touched or approached. Try to be mindful of personal space and personal boundaries.

Treat each other well

No bullying, intimidation or ridicule tolerated. Creating a safe space is about coming together as a community, being mutually supportive, and enjoying each other's qualities.

Support

We have a responsibility to look out for each other.

Have a good time

Enjoy meeting each other and learning together. It is okay to have a good time. Relax and be yourself.

