

Agreement of Respect

This agreement outlines active steps we take, as an organisation and as a community, to ensure a positive, productive and respectful living and working environment.

The basic tenet of the agreement is respect; respect for each other (our backgrounds, identities, ideas and bodies); and respect for the environment we create together.

- Everyone has an equal right to be heard and an equal responsibility to listen.
- Respect and look after the land and infrastructure as a shared resource for all.
- However strongly you feel about a particular topic, resist falling into abusive discussions.
- Any behaviour, either physical or verbal, that demeans, marginalises or dominates others, or perpetuates hierarchies, is not welcome.
- Identify your own privileges and actively challenge them.
- Be aware of the range of different identities (gender, race, class) that people may identify with, and avoid making generalisations, or assumptions about people.
- Be aware that anyone present could be a survivor of a particular form of oppression, for example, violence or racism.
- If someone is feeling uncomfortable, do not hesitate to raise this.
- It is everyone's responsibility to challenge prejudice and oppression; if we ignore it we are complicit in it.

It is up to all of us to help create an environment where everyone feels secure, included and respected.