



Video4Change Network Participation Guidelines

Version: 1.0

These guidelines have been created and agreed to by the Partners and Affiliates of the Video4Change Network. They apply to all physical and virtual interactions of Network participants.

The Video4Change Network is a global and diverse set of organisations and individuals with a wide variety of viewpoints. These guidelines aim to foster and support our community, ensuring people are confident to participate, introduce new ideas and inspire others.

By being a member of the Video4Change Network, Partners and Affiliates agree to read and honor these guidelines. A primary objective of the Video4Change Network is to build new relationships and establish a level of support that can bind us together.

The Network does not dictate behavior or seek in any way limit expression. The following guidelines serve to enhance our collaboration and community building.

1. Core Values

1.1. Be Respectful

Value each other's ideas, styles and viewpoints. We may not always agree, but disagreement is no excuse for poor manners. Be open to different possibilities and to being wrong. Be kind in all interactions and communications, especially when debating the merits of different options.

1.2. Be Direct but Professional

We are likely to have some discussions about if and when criticism is respectful and when it is not. We *must* be able to speak directly when we disagree and when we think we need to improve. We cannot withhold hard truths.

1.3. Be Inclusive

Seek diverse perspectives. Help new perspectives be heard and listen actively. If you find yourself dominating a discussion, it is especially important to step back and encourage other voices to join in. Strive to ensure that no one is left out.

1.4. Appreciate and Accommodate Our Similarities and Differences

Be respectful of people with different cultural practices, attitudes and beliefs.

1.5. Embrace a spirit of sharing

We believe that everyone in the Network is an expert in their own realm, and encourage each

participant to please contribute their wisdom into the mix. All of us know something and none of us knows everything.

1.6. Practice privacy by default

To protect the security of all the participants, we ask that you practice privacy by default. Do not assume that people consent to their photos being taken - ask for permission before taking a photograph. Please respect those who wish to remain anonymous, and don't take or tag photos of participants who do not want their photos and information published. Do not publish the location of the events, or share private documents without prior permission.

2. Behavior That Will Not Be Tolerated

All Video4Change Network participants deserve to be treated with dignity and respect regardless of gender, sexual orientation, nationality, race, ethnicity, religion, age, disability or physical appearance.

The following behaviour will not be tolerated:

- Violence and threats of violence
- Offensive comments related to gender, sexual orientation, disability, physical appearance, race, class, caste or religion
- Unwelcome sexual attention
- Sustained disruption of discussion
- Personal attacks
- Influencing people towards the unacceptable behaviour listed above

3. Consequences of Unacceptable Behavior

Violations of these guidelines will not be tolerated. Reports of harassment/discrimination will be promptly and thoroughly investigated by the people responsible for the security of the space, event or activity.

Anyone asked to stop unacceptable behavior is expected to comply immediately. Violation of these guidelines can result in you being asked to leave an event or online space, either temporarily, for the duration of the event, or on a longer term basis.

In addition, any participants who abuse the reporting process will be considered to be in violation of these guidelines and will be subjected to the same consequences. False reporting, especially to retaliate or exclude, will not be accepted or tolerated.

The Video4Change Network will follow due process in all cases. Anyone accused of violating these guidelines has the right both to appeal and be fully informed of the accusations made against them.

4. Reporting

If you believe you're experiencing unacceptable behavior as outlined above, please contact the designated persons for your event, activity or Video4Change Network space. After receiving a concise description of your situation, they will review and determine next steps. They will involve other colleagues, only as needed to appropriately address each situation.

At each event a reports team will be established and made known to all participants.

For cases outside of official Video4Change events please contact incident@v4c.org - this will forward to a group that will be announced through the v4c-network mailing list.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact the Incident Team. All reports will be considered confidential and the incident-reporters will remain anonymous.

Please also report to us if you observe a potentially dangerous situation, someone in distress, or violations of these guidelines, even if the situation is not happening to you.

If you feel you have been unfairly accused of violating these guidelines, please follow the same reporting process.

This document has drawn heavily from the [Mozilla Foundation Community Participation Guidelines](#).