COMPANY DRINKS CODE OF CONDUCT

We at Company Drinks want to bring a community of people together to learn, create, grow, and have memorable experiences. We understand that “made by many” and “picked together” means bringing together different cultural backgrounds, races, experiences, genders, ages, and abilities; and with this may occasionally come prejudices and assumptions that could cause harm in a shared space.

Company Drinks acknowledges that systemic racism exists, as do other forms of discrimination, and we want to do our best to make the spaces we work in safe for everyone to participate. Here is how we as staff, volunteers, and as community groups want to be more aware of our own behaviour, and that of others around us…..

1. We acknowledge that **we do not know everything**. We want to learn more and grow. We are here to explore our own ideas and each others’ ideas together, and we welcome new perspectives and experiences.

2. We will **listen** to each other, and respect that others may think or feel differently to us. If we do not understand something, we will ask questions [not interrogate] and will aim to come to an understanding

3. **Language** can be interpreted in many ways, and to make sure everyone is on the same page we will use accessible language to help others understand. We will try to use kinder words, such as “and”, instead of “but”, to respond to something we don’t understand or agree with

4. **Conflict** *can* be helpful if it is constructive and leads to positive changes, but we acknowledge that this process can also cause harm. Sometimes conflicts may have to be raised in a separate, safe space, in order to reduce harm caused to others in the group.

5. Discrimination and **assumptions** get us nowhere, and do little to help to bring us together. Before making assumptions and acting on them, we will aim to listen to and learn from each others’ differences, such as race, gender, age and ability.

6. **Compassion** is an important skill, and something to be practised whenever possible. We aim to support each other as best we can, championing great ideas and celebrating the different skills we all have, as individuals and as a community.

7. We believe in the value of making things together for the communal good. We will support and encourage each other to contribute as much or as little as we want; acting in a way that benefits the wider group.

8. We will treat others in a way that we would like to be treated ourselves, with both our words and actions. This may just mean respecting others, and the time they choose to spend with us, or making sure we don't talk over anyone.

9. **Boundaries** are important for us all to feel safe, and they vary from person to person. We encourage everyone to respect each others' physical, mental, and emotional boundaries when sharing a space together, and to remember that some people in the group may have different boundaries to your own….

10. …With this in mind, we also need to respect **our own boundaries**. We will honour our own abilities and skills, and will acknowledge that we have our limits, to help keep us feeling safe and able to support the group where possible.

This guide will be updated regularly, and can be adapted by groups, in order to ensure we're responding to the needs of the wider group. If any of this is unclear to you, or you wish to add to the code of conduct, please chat with us separately, we'd love to hear what you think.