VIABLE

CODE OF CONDUCT

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This document defines a minimum set of guidelines of expected and unacceptable behavior within this organization to make the Viable Community healthy, safe and inclusive for all participants (internally and externally, online and offline).

Introduction

The world seen by the Viable Community is a place where we are called to discover and journey towards our true self and unfold our unique potential, unlocking our birthright gifts.
We strive to succeed and can become anything we want. Let go of preconceived ideas of what should be and learn to listen within to go where life calls us.

We look at our ego from a distance. Minimize our need for control. This results in our capacity to trust ourselves, others and life. Setbacks and mistakes can be seen as opportunities to learn about who we are and grow into more of our selfhood.

We shift from external to internal yardsticks in our decision- making. Concerned with the question of inner rightness: Does this decision seem right? Am I being true to my inner world? Is this in line with who I sense to become? Am I being of service to my inner and outer world?

This realization triggers a deep yearning for reuniting with all of who we are, with others around us and all forms of life and nature. It is driven by a deep realization that we are interconnected.
We see the organization as a living system. Change in nature happens everywhere, all the time, in a self-organizing urge that comes from every cell and every organism within.

A human being is a big community composed of human cells, and other organisms: bacteria, protists, fungus, virus, and archaea. It is estimated that the body contains about 40 trillion human cells and more than 100 trillion other organisms. So we are not only made of human cells and actually most of what constitutes what we identify as ourselves is actually a massive community of other organisms.

A self- managing organization (living system) has the innate capacity to sense change in its environment and adapts from within. In a forest, when rain falls, the whole ecosystem reacts creatively, in the moment. Our organization deals with change in a similar way and anticipates. People are free to act on what they sense is needed. They can react creatively to life's emerging, surprising, nonlinear unfolding. Change is a given.

At an individual level there are habits we have grown fond of; our identity is invested in certain situations. When we personally feel the pull and need for change; when we feel powerful and responsible; when there is a safe space where we can have meaningful conversations about all of this … embracing change is easier. Organizations have an Evolutionary Purpose, and we listen to that purpose.

Viable Community operates based on the following lists of assumptions or worldviews:

self-management

We upgrade the structures from hierarchical, bureaucratic pyramids to powerful and fluid systems of distributed authority and collective intelligence.

Individual purpose

Organizations have always been places that encourage people to show up with a narrow "professional" self. Our organization develops a consistent set of practices that invites us to drop the mask, reclaim our inner wholeness, and bring all of who we are to work.

Evolutionary purpose

Our organization is seen as having a life and a sense of direction of its own. Instead of trying to predict and control the future, members of the organization are invited to listen and understand what the organization is drawn to become, where it naturally wants to go.

Expected behaviour

Every Viable Community participant, affiliate, board member or employee, is responsible for their own behavior.
This Code of Conduct applies equally to all, without any exceptions. This means every volunteer, employee, board member as it's associates and external representatives.
Actions that contradict the Code of Conduct can result in sanctions. These may be imposed by designated functionaries (as appropriate in their local context) and/or by the Viable Community Foundation representatives.

In all projects, spaces and events, behavior will be founded in respect, civility, collegiality, and solidarity. This applies to all contributors and participants in their interaction with all contributors and participants, without expectations based on age, mental or physical disabilities, physical appearance, national, religious, ethnic and cultural background, caste, social class, language fluency, sexual orientation, gender identity, sex or career field. Nor will we make exceptions based on standing, skills or accomplishments in the Viable Community movement.

mutual respect

We expect all participants to show respect for others. In communicating with people, whether in online or offline environments, we will treat each other with mutual respect.
This includes but is not limited to:

Practice empathy. Listen and try to understand what people of different backgrounds want to tell you. Be ready to challenge and adapt your own understanding, expectations and behavior.

Assume good faith, and engage in constructive actions; your contributions should improve the quality of the project or work. Provide and receive feedback kindly and in good faith. Criticism should be delivered in a sensitive and constructive manner. All participants should assume, unless evidence otherwise exists, that others are here to collaboratively improve the projects, but this should not be used to justify statements with a harmful impact.

Good communication is a must and we would like to extend that with stimulating direct and compassionate communication. Try to speak directly to the person who it concerns and say only the things to 3th parties that you would also say when the parties of concern would be present. Remember that every communication taken place can be considered confidential and treat each other's information as such.

Respect the way that contributors name and describe themselves.
People may use specific terms to describe themselves. As a sign of respect, use these terms when communicating with or about these people, where linguistically or technically feasible. Examples include:

- Ethnic groups may use a specific name to describe themselves, rather than the name historically used by others;
- People may have names that use letters, sounds, or words from their language which may be unfamiliar to you;
- People who identify with a certain sexual orientation or gender identity using distinct names or pronouns;
- People having a particular physical or mental disability may use particular terms to describe themselves

will be welcoming to everyone and we will be mindful and respectful of each others' preferences, boundaries, sensibilities, traditions and requirements.

Civility, collegiality, mutual support and good citizenship

We strive towards the following behaviors:

Civility is politeness in behavior and speech amongst people, including strangers. Claiming and caring of one's identity, needs, and beliefs without degrading someone else's in the process

Collegiality is the friendly behavior that people, engaged in a common effort, extend to each other.

Mutual support means taking active responsibility for ensuring that the projects are productive, pleasant and safe spaces, and contribute to the mission & vision of the Viable Community

This includes but is not limited to:

Mentorship and coaching: Help newcomers to find their way and acquire essential skills.

Looking out for fellow contributors: Lend them a hand when they need support, and speak up for them when they are treated in a way that falls short of expected behavior as per the Code of Conduct.

Recognize and credit the work done by contributors: Thank them for their help and work. Appreciate their efforts and give credit where it is due.

Unacceptable behavior
Harassment

This includes any behavior intended primarily to intimidate, outrage or upset a person, or any behavior where this would reasonably be considered the most likely main outcome. Behavior can be considered harassment if it is beyond what a reasonable person would be expected to tolerate in a global, intercultural environment. Harassment often takes the form of emotional abuse, especially towards people who are in a vulnerable position. In some cases, behavior that would not rise to the level of harassment in a single case can become harassment through repetition.

Harassment includes but is not limited to:

- **Insults**: This includes name calling, using slurs or stereotypes, and any attacks based on personal characteristics. Insults may refer to perceived characteristics like intelligence, appearance, ethnicity, race, religion, culture, caste, sexual orientation, gender, sex, disability, age, nationality, political affiliation or other characteristics. In some cases, repeated mockery, sarcasm, or aggression constitute insults collectively, even if individual statements would not. (Note: The Viable Community movement does not endorse "race" and "ethnicity" as meaningful distinctions among people. Their inclusion here is to mark that they are prohibited in use against others as the basis for personal attacks.)

- **Sexual harassment**: Sexual attention or advances of any kind towards others where the person knows or reasonably should know that the attention is unwelcome or in situations where consent cannot be communicated.

- **Threats:** Explicitly or implicitly suggesting the possibility of physical violence, unfair embarrassment, unfair and unjustified reputational harm, or intimidation by suggesting gratuitous legal action to win an argument or force someone to behave the way you want.
- **Encouraging harm to others:** This includes encouraging someone else to commit self-harm as well as encouraging someone to conduct violent attacks on a third party.
- **Disclosure of personal data (Doxing):** sharing other contributors' private information, such as name, place of employment, physical or email address without their explicit consent.
- **Hounding:** following a person across the project(s) and repeatedly critiquing their work mainly with the intent to upset or discourage them. If problems are continuing after efforts to communicate and educate, communities may need to address them through established community processes.
- **Trolling:** Deliberately disrupting conversations or posting in bad-faith to intentionally provoke.

Abuse of power, privilege, or influence

Abuse occurs when someone in a real or perceived position of power, privilege, or influence engages in disrespectful, cruel, and/or violent behavior towards other people. It may take the form of verbal or psychological abuse and may overlap with harassment.

- **Abuse of office by functionaries, officials and staff:** use of authority, knowledge, or resources at the disposal of designated functionaries, as well as officials and staff of the Viable community Foundation or Viable Community affiliates, to intimidate or threaten others.
- **Abuse of seniority and connections:** Using one's position and reputation to intimidate others. We expect people with significant experience and connections in the movement to behave with special care because hostile comments from them may carry an unintended backlash. People with community authority have a particular privilege to be viewed as reliable and should not abuse this to attack others who disagree with them.
- **Psychological manipulation:** Maliciously causing someone to doubt their own perceptions, senses, or understanding with the objective to win an argument or force someone to behave the way you want.

Vandalism and sabotage of the projects

Deliberately introducing biased, false, inaccurate or inappropriate information, or hindering, impeding or otherwise hampering the creation or maintenance of the project(s).

WITH SOME BASIC RULES AND
ANNOUNCEMENT, WE CAN BE EQUALLY
RESPECTED. THANK YOU FOR TAKING THE
TIME TO LEARN ABOUT THE COMMUNITY