

## AutAngel Code of Conduct

This Code of Conduct applies within all AutAngel activities.

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### Introduction

We are aware that the autistic community is diverse, and we want autistic people to feel welcome. Autistic people tend to extremes, so our community includes people whose self-expression and lifestyle choices vary considerably. Many of us find it enriching to meet autistic peers different to ourselves. We hope you do too. We aim to make participation in our activities a positive and harassment-free experience for everyone.

### Guiding principles

1. Be kind: try and assume the best about others.
2. Be respectful: try and be aware of the situation of others.
3. Keep confidentiality: for example, not everyone is “out” as autistic so don’t name or identify other members outside the group.
4. Prioritise education and conflict resolution processes: recognise mistakes happen, rather than blaming or making examples of people.
5. Trust the ouch: it’s likely that if someone says they’re hurt, they really are hurt; listen and trust them, even (and especially if) you don’t understand why or how.
6. Be timely: take measures to prevent harm as soon as possible.

Please try to:

- Be accepting and inclusive, show respect for differing viewpoints and experiences.
- Be patient when people struggle to express themselves.
- Focus on what is best for all involved and be willing to consider constructive feedback.

Please:

- Don’t make offensive comments especially related to neurology, gender, gender identity and expression, sexual orientation, disability, mental illness, physical appearance, body size, age, race, national origin, ethnic origin, nationality, immigration status, language, religion or lack thereof, or other identity markers.
- Don’t question or challenge someone’s stated identity or chosen labels, even if they conflict with your perception.
- Don’t touch, photograph or share private information about someone without their consent.
- Don’t harass or threaten others.

If a breach of our code of conduct happens please follow these steps:

1. Let the person know how and why you think they are breaching the code of conduct.
2. If the person doesn’t stop the behaviour, or you’re uncomfortable speaking up, contact an activity organiser or AutAngel director and/or fill in an incident form (at <https://www.autangel.org.uk/wp-content/uploads/2020/11/IC-Incident-Report-Template.docx>).

After you’ve followed the initial enforcement steps and contacted an organiser or director, a decision will be made on what, if any, action will be taken in consultation with the AutAngel organising team.