

BOSTON SOCIALIST UNITY PROJECT

Basic Expectations of Conduct

We understand that every person who decides to work with BSUP as an organizer, volunteer or speaker for the annual conference and socialist school makes this decision voluntarily because they share the mission, vision and values of BSUP. The following expectations of conduct are meant to help us develop our leadership and to work toward fulfilling BSUP's mission. The organization is committed to providing ongoing training, support and feedback to all, so that we are able to abide by these expectations. This is a living document that will be modified as we learn and grow together.

Care for & support each other's health and welfare

- Put yourself in other's shoes
- Be non-judgmental
- Promote harmony in our relationships, even when we are disagreeing or debating

Have respect & solidarity

- Step back & understand the big picture—know the impact of your actions on the movement and the organization
- Act in the best interest of the common good and be in solidarity with other members
- When group decisions are made, respect the decisions

Don't opt out of conflict—engage intentionally in the process

- Accept constructive criticism. Be able to take advice from others
- Practice active listening; listen carefully to others before you speak
- Be honest, transparent and kind to each other
- Advocate for yourself and your ideas strongly in the open group—engage positively (no gossip or backbiting)
- We do not welcome behavior (physical or verbal) that demeans, marginalizes, dominates, harms, or perpetuates traditional hierarchies
- Racist, sexist, heterosexist, ableist, ageist, behavior is also not welcome
- We do not tolerate violence within proximity of our activities
- Our practice is not exclusionary but rather makes real efforts to be inclusive of all identities and accountable to the community at large
- Our events are open to the public. We expect individuals to respect our basic expectations of conduct

Proposal for Accountability and Support

Differences are healthy, necessary and predictable in groups. When there is a conflict, or when there is a concern that a member is not acting in accordance with BSUP's expectations, we propose the following:

- We affirm that we already have a practice of talking and supporting one another to help them resolve conflict. The principles around solidarity and care apply here. We help each other see the big picture, support each other's health and wellbeing. It's important also to note that we are against gossip and backbiting in all its forms (e.g., spreading rumors, sharing other people's business without their consent). And, we are against berating other members.
- If one on one conversations don't resolve the situation, the BSUP Work Group should take up the issue.
- If the BSUP Work Group can't resolve the situation, then they will appoint members from the community to a sub-committee to help resolve the issue. The sub-committee is charged with coming to a resolution that will uphold the integrity and dignity of all parties involved, including the organization.
- In instances where allegations of wrongdoing are being made by an alleged victim, witness or victim's advocate, BSUP shall take reasonable steps to ascertain the credibility of that person's account. BSUP will not proceed with investigating complaints that do not originate from victims, witnesses, or victims' advocates.
- A condition of participation in BSUP is to engage thoughtfully and intentionally with the Work-Group and/or sub-committee until the process is complete.

I pledge to help carry out these expectations of conduct and the proposal for accountability and support

X _____ Dated _____