

# Code of Conduct for ICPJ events

## Code of Conduct

The Interfaith Council for Peace and Justice strives to create a setting where people of diverse faiths and backgrounds can come together to explore issues of faith, peace, and justice; to respectfully address differences; and to find common ground for action to create a better world.

To gather together in a manner that reflects the world we choose to create, we commit that:

- we will speak and act with respect, compassion, and acceptance;
- we will use actions, words and symbols consistent with our vision of a world free from violence and oppression;
- we will not use or instigate violence of any kind against any person or group; and
- we will promote the safety of ourselves and others through our actions and interactions.

*Approved May 13, 2008*

## **Putting the code of conduct into practice**

**Accountability:** The chair of the sponsoring committee, the event chair or emcee, or the ICPJ staff member serving the organizing committee are authorized to hold participants at an event accountable to the code of conduct.

Prior to initiating the accountability measures below, methods can be used to reinforce the spirit of the event such as re-reading the Code of Conduct or reiterating the purpose of the event.

In the event that the code is not respected, accountability measures include:

- Ensuring that the participants are aware of the Code;
- Asking the participant to cease the behavior that is out of line;
- If the participant does not cease, or engages in repeated infractions, the participant may be asked to leave.
- If a participant does not leave, or at multiple events engages in behavior that is not in keeping with the Code of Conduct, the Board may bar that person from all ICPJ events for a period of time, beginning with six months for a first barring.

In general, these methods should be used to hold people accountable for their conduct and manner of speech, not the content of their speech. They may be used in response to hate speech or other grossly inappropriate words.

**Responsibilities of the organizing committee:** The organizing committee has a responsibility to:

- Make copies of the Code of Conduct available to participants at an event.
- We recommend that they also read the Code of Conduct at the beginning of the event; and
- Anticipate if there is reason to expect disruption at the event and make appropriate plans for that event (see the companion document, "Managing Conflicts in Meetings," for suggested ways to deal with disruptions);
- Uphold the spirit of the Code of Conduct to the best of their ability, recognizing that they will have to use their best judgment to apply the Code of Conduct fairly for everyone involved.

**Optional Provisions:** Event organizing committees are empowered to implement additional guidelines to create a healthy atmosphere for discussion and cooperation. For example, committees may:

- In advance, limit signs at an event to only those signs made by or approved by the committee sponsoring the event.
- Set limits for time that each participant can speak in a discussion, or set limits for how many times participants can speak.
- Choose alternate moderation techniques (e.g. presenting questions on a note card, "talking stick" moderation, or go-round moderation).
- Set additional guidelines for dialogue (e.g. "Please speak for yourself and from your experience. Please use 'I-statements.'").
- Organize a peace-team for the event.

The committee should consider if they need to give prior notice to for any of these provisions, such as announcing their sign policy in the event notices. Please refer to the companion document, "Managing Conflicts in Meetings," for additional suggestions)

**Appeals:** Within one month of being barred from ICPJ events, the person barred from events may make an appeal to the board of directors by presenting a written appeal no longer than two pages. The Board shall respond within six weeks of receiving the appeal. Having considered the appeal, the Board may choose to conduct a hearing, overturn the barring, uphold the decision to bar the person, or propose a restorative justice method such as conflict resolution for addressing the dispute.

*Approved May 13, 2008*