

An-Nas Code of Conduct

An-Nas is committed to cultivating an environment of respect, inclusivity, and understanding. We seek to build a community where each individual feels safe to explore and express themselves in shared spaces with others.

This document lays out policy that applies to all members, including board members and organizers, in all An-Nas events, whether formal or informal, and all An-Nas discussion spaces, whether in-person or online. These guidelines are in effect as of June 1, 2019.

Safety & Respect

At An-Nas we value friendliness and empathy, and we expect that all members to speak with one another respectfully. We encourage critical thinking and questioning of beliefs, norms, and taken-for-granted assumptions. We do not tolerate discrimination or hate speech, nor do we accept proselytizing or endorse apologetic discourse. Communication or actions that are hostile, harassing, demeaning, forceful, or disturbing to other members will not be tolerated.

Examples of behavior that would violate our guidelines include but are not limited to:

- Intimidation or aggression towards other members, whether physically, verbally, or online. Examples include shouting at other members, targeting members aggressively in comments (personal attacks, name-calling), and stalking other members.
- Aggressively monopolizing talking spaces by dominating conversations and repeatedly interrupting other members
- Unwanted physical contact, irrespective of intent
- Derisive humor relating to race, sexuality, age, ethnicity, ability, or body size
- Bigoted commentary about any classification of people. This includes any use of language that alienates others, such as pejorative profanity. An-Nas does not tolerate racism, Islamophobia, neo-orientalism, or neo-colonialism.
- Excessive intoxication from alcohol or other drugs that leads to disruptive or inappropriate behavior
- Threatening a member for deciding to contact the Safety Committee
- Threatening to out a member
- Using An-Nas events and spaces in order to solicit sex. Unacceptable conduct includes unwanted sexual attention and use of sexual innuendo.
- Harassing photography or videotaping, i.e., without the explicit consent of the photographed persons. This includes refusal to remove photographs of persons who initially consented and now want their photos removed.

Harassment

An-Nas prohibits any form of intimidation or predatory behavior. Verbal harassment includes making offensive remarks concerning gender identity, sexuality, race, age, ability, or appearance. Physically harassing behaviors include aggression, stalking, unwanted physical contact, unwelcome sexual advances, and photography and videography taken or used without consent. Members asked to stop any harassing behavior, whether by the concerned member or by an administrator, must comply immediately.

Confidentiality

Identities of members, content shared by members (written posts, photos, videos, polls, etc), and locations of meetings are all confidential and can only be shared in secure spaces (online or in person). You may not share or discuss the aforementioned content with anyone outside of the group. No screenshots are permitted, and you may not share any photos, even if cropped or blurred, without the consent both of the photographed individual(s) AND of the membership committee. Any action to break these rules may result in immediate removal from the group.

If You Need Help

If you experience or see unsafe conduct, please contact the An-Nas Safety committee immediately at safety@an-nas.org. You may contact the Safety Committee with any questions about these guidelines.