

# Community Code of Conduct

International House Davis (I-House) is a social gathering space where people from all over the world come together. It is a place dedicated to embracing differences, cultivating joy, combating isolation, and creating a better future grounded in cultural equity. At I-House, our firm stance against racism, oppression, and injustice informs our work for dignity, justice, and belonging.

We establish this code of conduct to create a safe, productive, and welcoming space and to combat the racism and systems of oppression that often come through in our interpersonal interactions.

## I-House expects that you:

- Treat everyone with respect, dignity, kindness, and consideration.
- Communicate in a spirit of collaborative inquiry and learning.
- Welcome and listen to diverse views and opinions, and respect cultural differences.
- Approach other people's experiences, impressions, and understanding with an open mind, even if their experience does not match your own.
- Recognize the right of individuals to think, speak, express, and debate any idea freely within the bounds of courtesy, sensitivity, and respect.
- Reflect on your own ideas and stereotypes, and avoid using language based in racism, prejudice, discrimination, or stereotypes.
- Behave in a safe and responsible manner.
- Treat the premises with care, leaving the venue clean and orderly.
- Understand that engaging with difficult issues may be uncomfortable and recognize the difference between uncomfortable and unsafe.

## At I-House or I-House functions you may not:

- Harass or intimidate others, nor discriminate against them.
- Physically or verbally abuse others.
- Display inappropriate anger or disruptive behavior.
- Disrupt presentations, classes, or any other events.
- Damage any property.

## Kindly Note:

- I-House reserves the right to determine what constitutes unacceptable behavior.
- I-House staff (or a designee) may take any appropriate action deemed necessary to stop unacceptable behavior, including immediately removing the offender from the venue.
- I-House reserves the right to prohibit future attendance of anyone who has violated our Code of Conduct.

## I-House Staff, Board, and Volunteers are Expected To:

- Establish an inclusive environment and provide opportunities for all people to participate in activities and programs.
- Ensure that policies, procedures, programs, and professional interactions reflect I-House's commitment to dignity, justice and belonging.
- Reject all manifestations of discrimination, including those based on race, ethnicity, gender and gender expression, age, visible and non-visible disability, nationality, sexual orientation, citizenship status, veteran status, religious/non-religious/spiritual beliefs, political beliefs, socio-economic class, or any of the other differences among people which have been excuses for misunderstanding, dissension, or hatred.
- Reflect on their own ideas, biases, and stereotypes in relation to racism, colonialism, discrimination, and systems of oppression.
- Recognize and challenge stereotypes, discrimination, microaggressions, and racist or oppressive interactions.
- Communicate honestly and swiftly with I-House leadership about any incidents that violate this code of conduct.
- Commit to continued learning and growth in relation to the history and reality of systems of oppression and structural racism/discrimination.
- Learn, follow, and enforce this code of conduct and any other I-House rules.

Last updated: January 2021