

## BIJLAGE 1: CHARTER “HOE GEDRAGEN WIJ ONS BIJ AXCENT”

### OUR VALUES



### SAFE PLACE

#### What is it?

- A place where issues can be discussed very openly and without any further consequences
- A place where we renounce dominance and rule in relationships
- A place where you feel welcomed and respected. Where you are not forced to do or say things. You always have the possibility to leave (to stop) without constraints. And you can do what you feel free to do, because you have trust in the place and the people, they will not do you harm.
- A place where you can express your thoughts and opinions about convictions without hesitation, including sharp criticism of convictional elements.
- A place where you can be yourself. A place where you feel respected. A place where you feel represented.
- A place where searching and bumping into inconveniences is allowed, normal and encouraged, not seen as making mistakes but as a fundamental part of the rich and sometimes unknown trail of dialogue.
- In a perfectly safe place, you are not afraid to make mistakes. There is no self-censorship or fear to speak. But in this process, everyone will feel offended once in a while, that is unavoidable. The key is that we have to learn how to listen. And that we rely on the others. It is the duty of all that we try so see if someone is offended.

#### Conditions:

- Those present are aware of your multiple identity and of having a personal story.
- You will be listened to and your personal - also independent of your conviction - view and experience are actively asked for.
- The topics discussed are of interest to you, the examples given are convictionally sensitive and diverse.
- As a member of a community, you are asked to speak from your own experience.

- This requires that the participants of a conversation are aware of the safe place, have the intention of dialogue and understanding (otherwise it becomes gratuitous), and that the content remains within the agreed space / context.

### **How to achieve it?**

- Mention it consequently in invitations (we are open to dialogue, and don't judge or put pressure because of ideas)
- Welcome every person, and show openness.
- Tell everybody you are committed to the internal rules and values of creating a safe place.
- In case of the slightest hesitation, or discomfort contact the "person of confidence".

## **HOUSERULES**

- At Axcent we do not abuse power.
- At Axcent we do not give unwanted (sexual) attention.
- At Axcent we are not racist.
- At Axcent we do not destroy the belongings of others.
- At Axcent we do not impose our opinion to others.
- At Axcent we listen to each other and don't interrupt each other.

variation: we help each other not to interrupt each other

- At Axcent we take care of each other.
- At Axcent we treat each other as equals.
- At Axcent we respect each other's privacy.

### ***House rules that were not agreed on in the online survey:***

- At Axcent we take care of material.
- At Axcent we respect the rules and make sure that others do not disrespect them.

variation: At Axcent we are aware of the rules and help each other to not disrespect them.

- At Axcent we don't make a difference because of ability, gender, conviction or culture...