

## Consortium Values and Principles in Practice

All members sign up to our Values and Principles as part of our membership process.

To ensure we all feel safe and are treated with dignity and respect we have outlined below our **Values and Principles in Practice**:

Be friendly, patient, and welcoming: We strive to be a community that welcomes and supports people of all backgrounds and identities.

Any form of racism, homophobia, biphobia, sexism, transphobia, ableism, or prejudice based on age, ethnicity, nationality, class, gender identity, sexual expression, appearance, language ability, intersex characteristics, immigration status, religious or spiritual affiliation will not be tolerated.

Be respectful of other people's physical and personal boundaries, time, capacity, and role.

Everyone can make a valuable contribution. Not all of us will agree all the time, but disagreement is no excuse for poor behaviour and poor manners. We might all experience some frustration now and then, but we cannot allow that frustration to turn into a personal attack.

Harassment and other exclusionary behaviours are not acceptable.