**CODE OF CONDUCT AND ETHICS ETHICAL POLICY**

**KINDRED SPIRITS (IRELAND)**

**Last Updated: 2-Feb-2025**

**CODE OF CONDUCT AND ETHICS ETHICAL POLICY FOR KINDRED SPIRITS**

At Kindred Spirits, we are committed to fostering a welcoming, inclusive, and respectful environment for all individuals who participate in our events, programs, and activities. As an unincorporated association dedicated to facilitating indigenous voices and promoting dialogue, we have a responsibility to uphold the values of mutual respect, integrity, and inclusivity. This Code of Conduct and Ethics Policy outlines the standards of behavior expected from our members, volunteers, event attendees, partners, and anyone engaged with our organization.

By engaging with Kindred Spirits Ireland, you agree to adhere to the principles outlined in this policy. Together, we aim to create a space where diverse voices can be heard and where collaboration can thrive.

**1. RESPECT FOR DIVERSITY AND INCLUSION**

We value and celebrate the diverse perspectives, identities, and experiences that our community brings. We expect all participants to:

- Respect the identities and experiences of others, including indigenous voices, cultural backgrounds, and personal beliefs.

- Engage in constructive dialogue with an open mind, recognizing that disagreement can occur but must always be handled respectfully.

- Avoid discriminatory or prejudicial behavior, including but not limited to, racism, sexism, homophobia, ableism, xenophobia, or any other form of exclusion.

- Promote accessibility by ensuring that our events, activities, and communication are welcoming and open to all individuals, regardless of their background or circumstances.

**2. INTEGRITY AND HONESTY**

As an unincorporated association, we are committed to transparency and ethical practices. We expect everyone involved with Kindred Spirits (Ireland) to:

- Act with honesty and integrity in all interactions, both within our organization and with the broader community.

- Disclose any conflicts of interest that may arise and refrain from participating in decisions where a conflict of interest exists.

- Avoid engaging in behavior or making statements that could damage the reputation of Kindred Spirits Ireland or mislead others about the organization's mission, activities, or values.

**3. SAFE AND RESPECTFUL ENVIRONMENT**

We are dedicated to creating a safe space for all individuals who engage with us, particularly those who may feel marginalized or vulnerable. To ensure a supportive environment, we expect all participants to:

- Behave respectfully toward others at all times, both online and in person.

- Refrain from any harassment, bullying, or intimidation of others. This includes physical, verbal, or emotional abuse, and online harassment.

- Report any incidents of harassment or discrimination promptly to the organizers or leadership so that they can be addressed in a timely and appropriate manner.

- Ensure that all interactions at Kindred Spirits Ireland events are free from violence or threats of violence.

**4. ACCOUNTABILITY AND RESPONSIBILITY**

Every participant in Kindred Spirits is accountable for their actions, and we encourage everyone to take responsibility for their behavior. We expect individuals to:

- Take ownership of their actions and decisions during events and activities and their impact on others.

- Follow the guidelines and instructions provided by the event organizers or leadership to ensure the smooth operation and safety of our events and activities.

- Respect confidentiality where appropriate. If you are privy to any private or sensitive information through our events or activities, respect the privacy of individuals and the organization.

- Promptly report any concerns or unethical behavior to the leadership or event organizers, who will ensure that the matter is reviewed and handled appropriately.

**5. ENVIRONMENTAL AND SOCIAL RESPONSIBILITY**

As part of our commitment to sustainability and community well-being, we expect all members, participants, and event attendees to:

- Act responsibly toward the environment, minimizing waste, recycling when possible, and making efforts to reduce environmental impact at events and activities.

- Engage in socially responsible practices, ensuring that our collective actions contribute positively to the local community and society as a whole.

- Support local and indigenous cultures through thoughtful and respectful engagement with the community, contributing to the preservation and promotion of cultural heritage.

**6. ETHICAL CONDUCT IN EVENTS AND PARTNERSHIPS**

When engaging with Kindred Spirits Ireland in the context of events, performances, partnerships, or collaborations, all parties should adhere to the following principles:

- Ensure that all event-related contracts, sponsorships, or partnerships are based on mutual respect, fairness, and shared values. All terms must be transparent and mutually agreed upon before any commitment is made.

- Respect the creative and intellectual property of others, particularly the work and contributions of indigenous communities and artists.

- If engaging with sponsors, donors, or collaborators, ensure that they share our values of inclusion, social justice, and sustainability, and avoid any associations that may undermine the mission of Kindred Spirits.

**7. NO TOLERANCE FOR HARASSMENT OR DISCRIMINATION**

We have a zero-tolerance policy for any form of harassment, discrimination, or exclusion. This includes but is not limited to:

- Verbal abuse, slurs, or demeaning comments based on race, ethnicity, gender, sexual orientation, religion, disability, or any other characteristic.

- Physical intimidation or threats of violence.

- Exclusionary practices that prevent others from participating in dialogue or events.

Any violations of this policy will be addressed swiftly and may result in removal from events or termination of any future involvement with Kindred Spirits Ireland.

**8. ENFORCEMENT OF THE CODE OF CONDUCT**

The leadership of Kindred Spirits will review any breaches of this Code of Conduct and Ethics Policy and will take appropriate action based on the severity of the situation. Possible actions may include:

- A verbal or written warning.

- Suspension or exclusion from events or activities.

- Termination of membership or involvement in Kindred Spirits.

We take violations of this policy seriously and aim to create a safe, welcoming, and productive environment for all involved.

**9. REPORTING VIOLATIONS**

If you experience or observe any behavior that violates this Code of Conduct or Ethics Policy, we encourage you to report it immediately. You can do so by:

- Contacting an event organizer or leadership member directly.

- Sending a private email to contact@kindredspirits.earth

We are committed to addressing all concerns promptly and confidentially to ensure a respectful and safe environment for everyone.

**10. ACKNOWLEDGMENT**

By participating in any of our events, programs, or activities, you acknowledge that you have read, understood, and agree to abide by this Code of Conduct and Ethics Policy. We appreciate your cooperation in helping us uphold the values of respect, integrity, and inclusivity within Kindred Spirits Ireland.

**CONCLUSION**

At Kindred Spirits (Ireland), we believe that our strength lies in fostering an environment where diverse voices can come together, engage in meaningful dialogue, and collaborate for positive change. This Code of Conduct and Ethics Policy is a reflection of our commitment to ensuring that all participants—whether indigenous or non-indigenous—feel respected, heard, and valued in our community. We thank you for upholding these principles and contributing to our shared mission.