



# Justice at Work

## Code of Conduct

The purpose of this group is to connect company leaders who are focused on creating more just organizations. We welcome dialogue that encourages learning and provides support. We discourage unnecessary promotion and do not tolerate disrespect.

### Respect

Justice at Work is an inclusive space for leaders of all races, religious affiliations, sexual orientations, nationalities, gender identifications, and political affiliations. Your conduct on the Slack channel should mirror the dignity and graciousness that we are collectively striving to achieve in the workplace. This means not implementing cancel culture - people should feel supported in their courage to be vulnerable and ask questions.

When discussing, try to use "I" statements and speak from your own experience. Try not to start sentences with they, you or we. This means resolving conflict with respect and refraining from rude language or personal attacks. Challenge yourself and embrace the natural discomfort that arises when we look at our role in maintaining racist systems.

### Privacy

Respect confidentiality—take the stories, take the knowledge, but leave the names. Given its subject matter, people in this community may share personal and sensitive information about workplace encounters and issues. We ask that you both be conscientious about protecting the anonymity of outside parties when sharing sensitive information and that you respect fellow user's right to confidentiality as you would like them to respect yours.

### Commercial Self Promotion

Justice at Work is intended to be a useful repository for valuable resources and discussion on creating more just workplaces. However, we ask that you refrain from direct advertisements of a particular company or service. Please only share content that is accessible and useful for channel peers. If you are on the fence on whether a post crosses the line or not, please reach out for permission to post. We at Torch are committed to following this guideline just as strictly.