



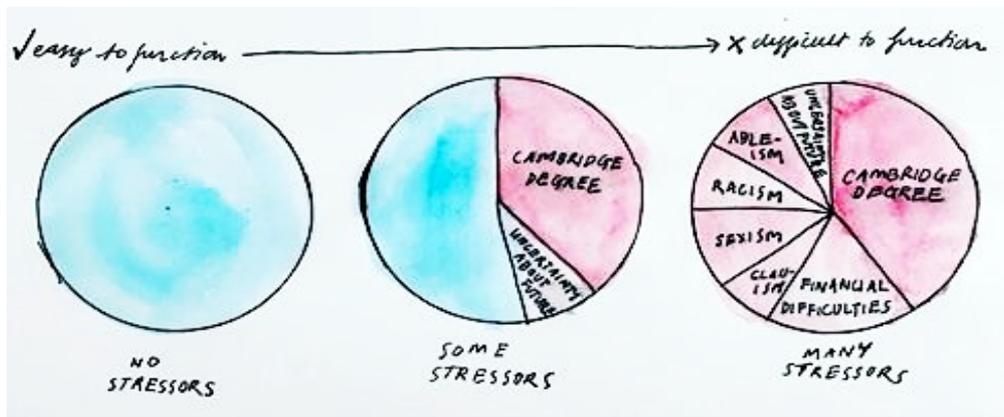
## Community Guidelines

1. Everyone has the right to be respected and valued. This also applies to Committee members of the JCR. Working effectively together requires trust, which can only be built with mutual understanding and sensitivity.

2. We note the College's Respect and Dignity policy, an excerpt of which is available below:

*The College's core values encompass freedom of thought and expression, and freedom from discrimination. The College is committed to maintaining a learning, living and working environment in which the rights and dignity of all members of the community are respected. The College therefore expects all members of its community to treat each other with respect, courtesy and consideration. Each person has the right to expect appropriate behaviour from others and has a corresponding responsibility to behave appropriately towards others. To work and study effectively students need a climate of equal opportunity in which they are respected and valued for their contribution, irrespective of their sex, gender identity (including reassignment), marital, parental or partnership status, race, ethnic or national origin, colour, disability, sexuality, religion or belief, or age.*

3. To this end, we would like to emphasise the importance of Committee members following the above College policy.
4. We appreciate that sometimes there may be disagreement in the course of a discussion. We think that it would be helpful when addressing contentious issues if the point, rather than the person proposing or commenting, is addressed. We ask that members of the Committee refrain from any personal attacks inside and outside of the course of the current, and future Committees' businesses. Any attacks based on, for example, one's gender identity, social class or race will not be tolerated.
5. If you have any pressing concerns about anything that anyone has or has failed to do, please address them directly in a manner that you would wish to be spoken to. No-one is perfect and as Cambridge students we can tend to forget things. Please also bear in mind that whilst your role on the JCR may be one of your only responsibilities, other people have responsibilities inside and outside of Cambridge. People are also affected by a range of physical and mental conditions. There are additional stressors for some that many people in this institution do not have to experience. Please consider this diagram before you act:



(credit: Sophie Buck and @bymariaandrew)

6. On a similar note, assume good will. No-one knows what others are thinking and misunderstandings can sometimes arise. Be receptive to others' suggestions and try to not take it personally!
7. E-mail/Basecamp is not always the best mode of communication. They are very useful modes of communication but whilst using them, information can become skewed and misleading. For example, it is very difficult to tell one's tone of voice via an email. If you are concerned about something, it is best to talk in person! If you do use e-mail, use 'reply-all' very carefully and consider whether that's necessary first.
8. Don't be afraid to talk to the President and Vice-President, particularly if something is having a significant impact on you. The President and Vice-President are here to help and they hope they are approachable, understanding people. They can analyse the situation with you as a third-party and offer you help and support where appropriate.

Drafted	Sofiya Gatens (President) Andrew Ying (Vice-President) 6/3/2017	Proposed	Sofiya Gatens (President) Andrew Ying (Vice-President) 6/3/2017
Approved	15/3/2017	Version	1