

PACK IS NEAR

# Code of Conduct

## STRUCTURE & PARTICIPATION

**Closed Group** - Meetings are only open to skaters who have signed up in advance.

**Voluntary & Flexible** - Participation is always voluntary - there's no obligation to attend regularly. If you can't make it after signing up, please let us know at least 24 hours in advance so someone else may join.

**One Skater per League** - To protect anonymity we limit meetings to one participant per league.

**Self-organised, non-hierarchical** - The moderators are in charge of organizing the meetings, keeping track of time and the flow of the conversation. The content and direction of each meeting is up to all the participants.

## SHARING & SAFETY

**Confidentiality** - What's shared in the group stays in the group.

**No Pressure to Share** - Everyone chooses what and how much they want to share. You will never be asked to speak beyond your comfort zone.

**Speak Freely & Kindly** - Express your thoughts and emotions in your own words, at your own pace.

**No Advice-Giving** - We witness, relate, and support, but we don't diagnose. What works for one person might not be a good advice for another.

**Active Listening** - We give our full attention to the person speaking. We're all giving our time and presence - let's honor that.

## RESPECT & CARE

**Non-Judgmental** - Every story is valid. We listen with openness and compassion, not comparison. We are all different. We respect each other's identities, needs, and boundaries.

**Kindness Matters** - Be mindful that the impact of your words might be different from your intent. In a misunderstanding, assume good intent from all parties involved.

**Trauma-Aware & Inclusive** - We recognize that lived experiences vary widely. We aim to create a space where everyone can feel safe, seen, and included.