Care and Respect

> **Principle 8. We avoid blaming and shaming:** we live in a toxic system, but no one individual is to blame.

> **Principle 3. We need a regenerative culture:** creating a culture which is healthy, resilient and adaptable.

We do not waste energy or sow division by attacking people personally. We live in a system that damages us all and no one person is to blame.

The work we do in XR can be demanding. To protect ourselves, we try to integrate what we call 'regenerative culture' into our everyday behaviour. ‘Regen’, as it is commonly known in XR, means taking care of ourselves and each other, but it is more than that. We aim to move away from the destructive **de**generative culture that we live in, towards one that is **re**generative instead. By attempting to build the world we wish to see, we are building regenerative cultures.

Behaviour

We ask everyone who joins XR to agree to abide by our Principles and Values. If you abide by them then you can take action in the name of XR. If you do not then you might (in extreme cases when other avenues have been exhausted) be asked to leave.

Although we accept every person, we do not accept every behaviour. We will tackle harmful behaviour or language when it arises. There are also a few rare cases where we might not be able to include you. Your needs might be beyond what we can meet, or you might risk causing harm to others (see ‘Safeguarding’ below).

At Actions

Rebels who attend Actions are asked to follow our Rebel Code. This gives us a basis for trust in each other and between us and the public.

Group Agreements

Group agreements are key to keeping the group running smoothly and ensure a respectful and supportive space. Find out more about them here. This page also contains information about support you can access if conflicts do arise in your group.

Emotional Support

The crisis we find ourselves in can cause us very real and painful emotions such as grief, hopelessness and anxiety. XR maintains the following support provided by our **Trained Emotional Support Network (TESN)**:

Telephone Active Listening

Feeling anxious, lonely, or just had a bad day? You can make a request to speak with a trained and vetted Rebel Active Listener by emailing rebel2rebel@tesn.uk. (Please note that this is not a counselling service.)

This 2min video gives more detail.

Counselling or Psychotherapy

Climate Psychology Alliance (CPA) provides a list of Practitioners offering three free sessions of therapeutic support to activists. Please note that the practitioners have not been formally vetted so it is up to you to confirm their suitability.

Safeguarding

It is everyone's duty to make sure everyone in XR is safe from exploitation or abuse, especially from those in a position of responsibility.

If there's anything in your past that may indicate a risk to others, you should tell the relevant group before you take on a role within XR, e.g. failed DBS checks, a conviction for a violent or sexual crime (even if spent), or restraining orders. They may not stop you volunteering for XR, but we need to know about them so that we can protect you and others.

We each have a responsibility to look out for each other and report anything that worries us or makes us uncomfortable. If you encounter a situation that makes you uncomfortable either for yourself or someone else, please let your group coordinators, and if necessary your wider circle, know so they can work to sort things out.

Our full safeguarding policy can be viewed here

Data Protection

How we protect your data

XR Privacy Policy

For queries or requests about your data, please email dataprotection@rebellion.earth

How we ask you to protect other people’s data

Data Protection Agreement

This agreement gives some simple principles for treating data with care and respect. Anyone handling personal data within XR should digitally sign this, but it is particularly important that coordinators do so.
