

Volunteer Agreement & other Policies

Dear Rebels, we're grateful you're here.

Ways of Working

It is crucial, as a principled regenerative movement, that we hold ourselves to the highest standards in everything we do as part of Animal Rebellion. This agreement covers the points you must agree to in order to act in and on behalf of Animal Rebellion.

That we adhere to the **10 Principles & Values**, the **Code of Conduct for Group Chats** and, if necessary, the Conflict resolution process (available from the Conflict Team).

The rest of this Agreement covers some obligations we all have as volunteers: protecting our and others' privacy (**Privacy Policy**), respecting confidentiality (**confidentiality agreement**), using the **Technology Services** Animal Rebellion provides, and what happens if we don't stick to our commitments in this Agreement (**Breaching this agreement**).

This page also explains our **Data Protection**, our **Terms of Service** and how our **website** operates.

Please do read to the end - it's not too long and you'll learn some crucial things about how things work within Animal Rebellion.

Principles & Values

1. We are an anti-speciesist movement, with a shared vision of change.

Creating a world that protects beings of all species, for generations to come. Speciesism is when animal individuals are treated differently depending on which species they are, even if their aversion to suffering (and desire to live) are equal. We stand against all forms of oppression, and that includes speciesism – we want to create a world where no suffering is inflicted on animals (including humans), where all oppressed individuals are liberated. Animal agriculture is the biggest perpetrator of animal cruelty and unwanted deaths, therefore we are working towards abolishing it on ethical grounds, as much as on environmental ones.

2. We focus on system change, not individual change

Understanding that an enormous shift in our society is needed and that this would bring us to our goals much quicker than relying on personal changes.

The change needed is huge and yet achievable. No regime in the 20th century managed to stand against an uprising which had the active participation of up to 3.5% of the population. In many countries this would mean mobilising millions of people in order to oversee a rapid change in food production methods and unpicking the systematic politics of speciesism, preventing vested interests from perpetuating self-enrichment at the cost of human and animal lives .

We can focus on symptoms of this toxic system, yet we also take opportunities to point out that full system change is needed. We also focus on the pillars that keep the current system of oppression in place:

- Lavish subsidising of ecologically destructive animal-based economics which is unfair to all beings.
- Continuous colonisation of those who are different.
- A media upholding the narrative of oppression.

3. We need a regenerative culture

Creating a culture which is healthy, resilient and adaptable.

A regenerative culture is healthy, resilient and adaptable; it cares for the planet and it cares for life in the awareness that this is the most effective way to create a thriving future for all beings. Regenerative culture means improvements year on year, taking small steps to heal and improve, and on all levels, including individuals, communities, soil, water and air. More than being a network of “activists”, we seek to find ways of being and doing that support positive change. This can include ceremony and prayer as ways to find inspiration from things bigger than ourselves. We need to reconnect with our love for ourselves, our planet as well as people, other animals and the natural world.

Regenerative culture includes a healthy focus on mutually supporting categories of:

- Self care – how we take care of our own needs and personal recovery from this toxic system
- Action care – how we take care of each other whilst we undertake direct actions and civil disobedience together
- Interpersonal care – how we take care of the relationships we have, being mindful of how we affect each other, taking charge of our side of relationships
- Community care – how we take care of our development as a network and community, strengthening our connections and adherence to these principles and values
- People and Planet care – how we look after our wider communities and the earth that sustains us all

It's about relationships. Our relationships with ourselves and personal histories, our relationships with what we struggle against, our relationships with other individuals day to day, and our relationships as a group – these are completely interdependent. Self care is also about taking care of the parts of the self that respond instinctively to stressful situations with fight or flight or faint.

4. We openly challenge ourselves and our toxic system

Leaving our comfort zones, to take action for change.

We have a duty to disobey this system which kills billions of individuals of all species, destroys life on earth and is deeply unjust. Some of us will undertake open ("above ground*") actions that risk arrest and charges. Evidence suggests that such open civil disobedience and direct action are crucial to change (See for example evidence in CounterPower by Tim Gee and This is an Uprising by Engler & Engler). It isn't necessary or required that everyone do this, as for some there are good reasons not to (we ask everyone to take time to be clear on their own circumstances, fears and motivations here).

Importantly, our Animal Rebellion culture should support those of us willing to put ourselves on the line in this way – there are also many support roles that are useful and we need to enable at least 3% of the population to actively participate. We will practice a security culture to the extent that it enables actions to be planned without being intercepted before they are completed. However our civil disobedience and direct actions are in full public light, organisers accept the risks they are taking. We appreciate and admire those willing to take "below ground" or "covert" actions to fight for environment and social justice, within other settings. For clarity, and for the safety of those organising in Animal Rebellion it is important we are clear that all actions taken in the name of Animal Rebellion are "above ground," i.e. that they are taken in the open and no below ground actions are taken as Animal Rebellion.

However we are not just about being out there and taking action, we must also resource all aspects of a regenerative culture and also take time to reflect on whether what we are doing is effective. We might find it challenging to keep a focus on some aspects of this work, including self-care and looking after each other. There can be a pull to do the next thing, to be "active", but this can lead to burn-out.

For all of these challenges we ask for room, patience and willingness to try new things to see if they support our goals.

5. We value reflecting and learning

Following a cycle of action, reflection, learning, and planning for more action. Learning from other movements and contexts as well as our own experiences.

We don't know how things will change so we are willing to experiment and learn from what we do. Through ongoing questioning, reflection and learning about what has worked elsewhere we will improve what we do and not get stuck in repetitive behaviour. This is an active and ongoing process, requiring time and input for individuals and groups to think about what has gone well and why, and what would be better to be done differently.

6. We welcome everyone and every part of everyone

Working actively to create safer and more accessible spaces.

As a movement we are committed to campaigning for the right to life, and for the future life of our children, animals and the planet. We recognise that in order to change the world, we must change the way we think about and form relationships with those we work and ally ourselves with. The world is currently defined by multiple hierarchies of race, class, gender, sexuality, etc. For those lower down these hierarchies, much of the world isn't a safe space. To create safer spaces we need to work actively to continuously build understandings of how these hierarchies operate, so that we can challenge them and build inclusion through making our spaces more accessible. Therefore, for our movement to be safe for everyone, it needs to be safe for the most marginalised.

This principle includes a commitment to making safer spaces to support inclusivity. It is our goal that every individual is welcomed regardless of their background and identity. Every individual in the movement is responsible for creating and maintaining safer, compassionate and welcoming spaces. New people to the movement need to be explicitly welcomed. A simple starting point is adherence to these core principles.

Physical violence or the incitement of violence towards others is not accepted. Discriminatory behaviour, language or behaviour that exhibits any forms of oppression including in the language, is not accepted. **We accept all people but not all behaviours.**

We also recognise that we are complex beings and exhibit many different parts of ourselves at different times and in different circumstances. For example, sometimes we might be caring, at other times judgemental, and at other times carelessly reactive. Some of those parts are parts of us that we're happy to bring, and some of those parts are parts that we're struggling with, or perhaps not even aware they existed until they revealed themselves. With this knowledge, we approach each other from a place of compassion, and encourage each other to increase our own self-awareness.

7. We embrace collaborative power

Breaking down unfair hierarchies of power for more equitable participation.

Animal Rebellion is based on the relationships between its participants. We will work every day to build trust, respect and reciprocity among all of us. We assume all members have good intentions and will react against disrespectful behaviour. We use conflict resolution techniques to deal with conflict in a healthy way that will bring growth to our movement. We ground our work in dialogue, healing, collective transformation and justice. We won't tolerate shaming of each other or bullying in any form. This requires us to be honest and clear with ourselves and each other; we all hold prejudices and biases, and these must be acknowledged rather than dwelled upon negatively. It is everyone's responsibility to change destructive habits and behaviours.

We recognise that our world as it stands is currently structured by various intersecting hierarchies based on class, race, gender, sexuality, (dis)ability, species and so on. As such each person's experience is shaped by their position within these various social hierarchies.

In practical terms this means that we aim to:

- We weigh coordinating roles towards marginalised groups.
- Our media and messaging includes issues and voices that are normally ignored (e.g. the animals' interests and impact of climate change on them, their families and their future).
- Accessibility is important (in terms of child care, wheelchair access, not speaking in technical jargon), both for meetings and actions.

- We recognise that oppressive behaviours are socially embedded within us, and privileged people are asked to commit to questioning their privilege and to be open to being challenged.
- We pass on skills and knowledge as well as roles so that power doesn't get entrenched.
- We embed anti-oppressive practice into our training materials.
- Our strategy is focussed on doing the work it takes to forge genuine alliances with the grassroots movements of the people who are most marginalised.
- We also recognise that sometimes people make mistakes, misjudgements and missteps, and we seek to avoid humiliating exposure when it is clear that an issue needs to be raised and dealt with.

Thinking about these questions is encouraged: If you always do a role, is it possible to train someone else to do it? If someone else is taking leadership on a role, can you learn from them so that you can step in? Can you challenge yourself to take on a more upfront role if this is something you don't usually do? Do you take time to learn about power and privilege? Do you have an understanding of how the power and privilege you hold has an effect on other people and the movement you are part of?

8. We avoid blaming and shaming

We live in a toxic system, but no one individual is to blame.

Blaming and shaming will not serve us in the long run. Whilst a specific campaign may seek to highlight the damaging role played by an institution, including individuals serving that institution, our starting point is that we live in a toxic system that has damaged everybody. We can point out behaviour that is unhelpful, exploitative or abusive, and we won't tolerate such behaviour, yet we don't hand away our love or power by blaming and shaming. This is also true in our interpersonal and group dynamics as well as our relationship to ourselves.

As stated in principle 2, we focus on system change and don't shame or exclude people because of their personal choices. At the same time we recognise the importance of the hard work carried out by organisations focusing on personal outreach.

We embrace change that creates unity in diversity; we need to set right the relationships between us, avoiding the interpersonal traps that come from games we may inadvertently play and bringing awareness to the structures that would divide us. We accept that emotion sometimes needs to be expressed, that a period of venting can be necessary. We ask each other for good grace in how we share emotion and to return to a baseline of love, respect and co-existence. We need to be compassionate when mistakes are made. Mistakes are opportunities to learn. We look for ways to connect and understand. Listening deeply to each other is a powerful tool. We especially need to listen to those of us that come from groups whose voices tend to be silenced.

9. We are a non-violent network

Using non-violent strategy and tactics as the most effective way to bring about change.

Non-violence keeps our movement alive. We use non-violence to reveal the true perpetrators of systemic violence that both humans and animals suffer from daily all over this world. It is our strategy to bring light to the injustice that too many suffer each day. We feel pain from the abuses of the police and others, and we will keep exposing their violence through our discipline.

Non-violence has unequivocally been demonstrated to be an effective tool in mass mobilisations (see the work of Gene Sharp and Erica Chenoweth) and so we base a cornerstone of our movement on this.

At the same time we also recognise that many people and movements in the world face death, displacement and abuse in defending what is theirs. We will not condemn those who justly defend their families, communities and those who are disproportionately marginalised through the use of force, especially as we must also recognise that it is often our privilege which keeps us safe. We stand in solidarity with those who have no such privilege to protect them and therefore must protect themselves through violent means; this does not mean we condone all violence, just that we understand in some cases it may be justified.

10. We are based on autonomy and decentralisation

We collectively create the structures we need to achieve our vision and mission.

We recognise that we can't look to the government to solve the world's problems. It tends to concentrate power and wealth in the hands of a very privileged few, and often does not have the interests of humans, animals and the natural world at heart. We understand that we must self-organise to meet our own needs, which in the context of AnimalRebellion means that we are working to equalise power by disrupting the usual pillars of power that govern our lives. In so doing, our intention is to create access to the resources we need, such as democratic structures that ensure everyone has a voice or their interests are being represented or considered.

Conduct Code for Group Chats

1. Purpose

To build a culture of care and respect.

Spaces that are designed to form an inclusive and welcoming environment which help make members feel welcome and appreciated.

To help Animal Rebellion communities to form a healthy culture grounded on mutual respect, reliance and support.

To ensure that Animal Rebellion spaces show respect and consideration to all.

We invite all those who participate in Animal Rebellion to help us create safe and inclusive experiences for everyone.

2. The Open Model

A supplemental goal of this Code of Conduct is to increase open community by encouraging all individuals to recognise and strengthen the relationships between our roles, actions and their effects on each other.

Communities mirror the societies in which they exist and positive behaviour is essential to empower our community members to reflect the values we wish to see in the world.

3. Behaviour

The following behaviours are expected and requested of the Animal Rebellion Community;

Participate in an authentic and active way. In doing so, you contribute to the health and well-being of this community.

Exercise consideration and respect in your speech and actions, and believe in others' good faith, **practicing radical trust.**

Attempt collaboration before conflict - **call in rather than call out.**

Refrain from demeaning, discriminatory, or hostile behaviour and speech.

Be mindful of your surroundings and of your fellow rebels.

Alert the community team if you notice a dangerous situation, someone in distress, or violations of the Animal Rebellion Principles & Values and this Code of Conduct, even if they seem inconsequential.

Be open to others' feedback when they express discomfort or by certain behaviours, practicing radical self reflection.

Embody the ideals of acceptance and nonviolence, embodying "We live in a toxic system, but no one individual is to blame." We engage in no violence, physical or verbal, and carry no weapons, physical or verbal.

Respect the privacy and confidentiality needs of other community members and volunteers.

4. Unacceptable Behaviour

Unacceptable behaviours within our community, *both on and offline, including on any personal social media accounts (this includes Facebook, Twitter, Instagram, etc, on one's own page, while interacting with others' posts, on Animal Rebellion community page, groups or events, and in any group chats or forums)* include but are not limited to the following:

- Violence, threats of violence or violent language directed against another person.
- Speciesist, sexist, racist, homophobic, transphobic, ableist, ageist, or otherwise discriminatory jokes and/or language.
- Posting or displaying sexually explicit or violent material.
- Posting or threatening to post other people's personally identifying information ("doxing").
- Personal attacks, including those related to species, gender, sexual orientation, race, religion, or disability, and including both on- and off-line insults.
- Hacking, impersonation, or any other form of virtual harassment.
- Inappropriate photography or recording.
- Inappropriate physical contact, including any non consensual physical contact.
- Unwelcome sexual attention. This includes: sexualised comments or jokes; inappropriate touching, groping, unwelcome advances, invasion of personal space, and any other behaviour that makes another individual uncomfortable.
- Deliberate intimidation, stalking or following (online or in person).
- Advocating for, or encouraging, any of the above behaviour.
- Dishonesty or deception to manipulate other individuals.

5. Consequences of Unacceptable Behaviour

Unacceptable behaviour from anyone will not be tolerated.

If an individual within our community engages in unacceptable behaviour, the community team may take any action they deem appropriate.

6. Reporting Guidelines

If you are subject to or witness unacceptable behaviour, or have any other concerns, please notify a community team member as soon as possible conduct@animalrebellion.org

Immediate action will be taken, ranging from constructive criticism or mediation in instances of mild interpersonal conflict to immediate indefinite removal and / or intervention by a trained third party in instances of sexual misconduct or assault.

In the context of in-person events, the community team will also provide escorts as desired by the person experiencing distress.

Reports are held confidential until otherwise authorised by reporting parties.

7. Addressing Grievances

If you feel you have been falsely or unfairly accused of violating this Code of Conduct, email a report with a concise description of your grievance to conduct@animalrebellion.org

8. Scope

We expect all community participants (contributors, paid or otherwise; sponsors; and other guests) to abide by this Code of Conduct in all community venues or events—online and in-person—as well as in all one-on-one communications pertaining to community business.

This code of conduct and its related procedures also applies to unacceptable behaviour occurring outside the scope of community activities when such behaviour has the potential to adversely affect the safety and well-being of community members.

9. Alcohol and Other Drugs

All official actions organised by Animal Rebellion will be free of alcohol and illegal drugs. Events may occasionally be organised off site, e.g. dinner gatherings at restaurants, bars or pubs where alcohol will be available for

purchase. In all cases, we strongly recommend that Animal Rebellion Community members drink responsibly.

Data Protection

Adhering to a set of principles for how we handle data helps build trust between ourselves, and between us and other movements/bodies.

As a volunteer you'll both provide, and be privy to, individuals' personally identifiable data, from basic contact details like name, telephone number and email, to more obviously confidential or special category information. We'll collectively refer to all of this as 'Data' in the rest of this Agreement.

It is important you keep all that information secure and strictly confidential and use it only for the purpose for which it was provided.

We need to treat our Data the way we do one another and our planet, with love and care. So, we're going to keep it simple.

- We'll protect our Data from misuse.
- We'll ensure it's only used in ways that are lawful under data protection law. Usually, when we are dealing with the Data of Rebels, or people who want to know more about us, we will obtain their express consent to use their Data. In some cases, though, we will rely on another permitted reason. For more details, see our Privacy Policy (below).
- Where we rely on consent, we'll guarantee choice; that consent can always be withdrawn.

If you bear these principles in mind, and follow the guidelines below, when handling yours or others' Data, we'll be in a safe place.

I agree to the following:

- I have read and will comply with Animal Rebellion's Privacy Policy (below).
- Animal Rebellion is the data controller

- I am acting in a voluntary capacity in assisting Animal Rebellion in processing Data.
- I will comply with data protection law when storing, processing, and transferring Data.

I will:

- Protect our Data, treat it as confidential and ensure that it is stored securely.
- Only process Data for the purpose for which it was provided, and with a lawful justification.
- Assist with subject access and other requests and potential removal or correction of Data.

I will read and comply with Animal Rebellion's general Policies and Procedures for handling Data, and those appropriate to my role, as provided to me (and understand these may be updated from time to time), and attend training when asked to, to make sure I am clear on what I need to do.

I understand that breaches of this policy could incur severe financial penalties and other sanctions for Animal Rebellion.

Technology Services

I understand that the technology services that Animal Rebellion runs (including the Mattermost chat service, Telegram, Signal, What's App.) are provided under binding Terms of Service (see below) and I have read and agree to comply with these.

Confidentiality Agreement

- I understand that during my volunteering with Animal Rebellion, as well as access to personal Data, I may have access to other information of a confidential nature, whether relating to Animal Rebellion or other movements/bodies, and whether relating to their activities, finances,

planning or otherwise. I may receive this information either verbally or in writing.

- By confirming my acceptance of this agreement, I agree that all such information is held on trust, will be kept strictly confidential, and will not be discussed outside Animal Rebellion or in general conversation. I agree that I will never use it, or allow it to be used, for my own purposes, or the purposes of anyone outside Animal Rebellion. If I step down from a role, or end my involvement with Animal Rebellion, I will transfer all Data held by me or delete it, whichever is requested.
- I understand that my duty of confidentiality lasts for as long as the information remains confidential, and continues after my involvement with Animal Rebellion has ended.

Terms of Service

These Terms of Service govern your access and use of software & services (the "Service/s") provided by Animal Rebellion UK Ltd.

Please read them carefully, these Terms of Service apply to you —the prospective Rebel reading these words. We are grateful you're here! These Terms of Service are Legally Binding.

By accessing the services, you agree to be bound by the Terms of Service.

You may:

Use the services for the purpose of supporting and promoting the objectives of Animal Rebellion (saving our planet by).

You may not:

Copy, distribute or exploit the Services or any data contained therein, for commercial purposes.

Privacy Policy

The small print...

Please review our Privacy Policy for more information on how we collect and use data relating to the use and performance of your data and the tools provided for you. By using the Services, you agree to be bound by our Privacy Policy.

1 Parties

This Licence is between Animal Rebellion Ltd, (we/us/our) and the person or organisation who uses the Service (you/your).

We are a company registered in England and Wales. (company number 12064173, company address 202 The Avenue, London, N17 6JN)

You and we are each a party and together the parties.

These Terms of Service are a legally binding contract between you and us. As part of these Terms of Service, you agree to comply with the most recent version of our Terms of Service, which is incorporated by reference into these Terms of Service. If you access or use the Services or continue accessing or using the Services after being notified of a change to the Terms of Service, you confirm that you have read, understand and agree to be bound by the Terms of Service.

2 Licence

Subject to the restrictions referred to in this Licence, we grant you a non-exclusive, non-transferable, revocable licence to use the Service for the permitted purposes. By using the Service, you agree to be bound by these terms and conditions. These terms and conditions form the licence between you and us (Licence). This Licence commences with effect from the date you first request access to the Services.

3 No Warranty

The Service is provided 'as is' and without any warranty or condition express or implied, statutory or otherwise as to its quality or fitness for purpose. Except as expressly stated in this Licence, all conditions, warranties, terms and undertakings express or implied statutory or otherwise in respect of the Service are hereby excluded to the fullest extent permitted by law.

4 Liabilities

There is nothing in this Licence that excludes or limits your liability for an infringement or breach of our, or our suppliers, intellectual property rights.

Neither party excludes its liability to the other under this Licence for fraud, and for personal injury or death caused either by its negligence or that of its employees and authorised subcontractors and agents.

Subject to the above, neither party shall be liable to the other for indirect, special or consequential loss or damage or any other financial loss (howsoever caused) which occurs as a result of the use of, or lack of performance of the Services.

5 Termination

Either party may terminate this Licence with immediate effect. Termination or expiry of this Licence shall not affect either party's accrued rights and

remedies. On the termination of this licence you shall immediately cease using the Service.

Any provision that is expressly or by implication intended to survive the termination or expiry of this Licence shall continue in full force and effect.

6 Other General Provisions

This Licence sets out the entire agreement and understanding between you and us in respect of the subject matter of this Licence.

This Licence will be governed by English law and both parties agree to the exclusive jurisdiction of the English courts.

A person who is not a party to this Licence has no rights under the Contracts (Rights of Third Parties) Act 1999 to enforce or enjoy the benefit of any term of this Licence.

Website

What personal data we collect

The only data we collect are the details you give us when submitting the volunteering form, events, local groups and any other form you may find in our website. This will include an email address, a name, the region you are in and any other message you type. We encourage and fully support anonymous contact!

Cookies

We don't set cookies.

Embedded content from other websites

Articles on this site may include embedded content (e.g. videos, images, articles, etc.). Embedded content from other websites behaves in the exact same way as if the visitor has visited the other website.

These websites may collect data about you, use cookies, embed additional third-party tracking, and monitor your interaction with that embedded content, including tracking your interaction with the embedded content if you have an account and are logged in to that website.

Analytics

We don't track you over the Internet or give any of your data to anyone else. We do however record strictly anonymous information about pages that you entered the site from, and which pages you looked at when you're here. This is only done to help us better understand how we can improve the site flow.

Breach of the Volunteer Agreement

I understand that if I do not comply with this agreement, I may be asked to step down from any role(s) I hold within Animal Rebellion.

Animal Rebellion : 28 August 2022

<https://animalrebellion.org/privacy-policy>

If you wish your data to be deleted at some point, please [get in touch](#) and you will be unsubscribed.