Indivisible Central Indiana (ICI)

Volunteer Code of Conduct

Part 1: Our Values

Inclusion. ICI is open and welcoming to volunteers of all backgrounds, identities, and lived experiences. We actively seek diverse voices and perspectives because our movement is stronger for them.

Respect. We treat everyone (fellow volunteers, community partners, the public, and even those who oppose us) with basic human dignity. We challenge ideas; we do not demean people.

Non-violence. We are committed to non-violence in all of our actions. We resist injustice and harmful policies, not the people who hold them. Non-violent resistance is not passive: our tactics include protests, boycotts, strikes, advocacy, and other forms of direct action and noncooperation. But we do not use our bodies, words, weapons, or any other means to harm others, and we do not respond to provocation in kind.

Solidarity. We are committed to coordination, cooperation, and solidarity with the community at large. While we will remain focused on actions that align with our values and commitments, it is not our role to police the tactics or actions of other groups. We aim to aid the movement, not control it.

Accountability. We hold our elected officials accountable, and we hold ourselves accountable too. I commit to the following standards of behavior below.

Part 2: Volunteer Commitments

By volunteering with ICI, you agree to the following:

In all ICI activities and communications in which I am serving as a volunteer, I will:

- Treat fellow volunteers, community partners, and the public with courtesy and respect.
- Represent ICI's values and mission honestly and accurately.
- Participate constructively in chants, protests, and public actions, but without using language or gestures that are vulgar, threatening, or likely to undermine ICI's credibility or the safety of those present.
- Respect others' privacy. We will not share anyone's personal contact information without their consent, and we will not disclose someone's participation in or affiliation with ICI without their explicit permission.

- Photography and video at public ICI events is permitted, as participants in public spaces do not have a legal expectation of privacy. However, we will not share images of minors at any ICI event without the explicit consent of a parent or guardian. We also commit to honoring individual requests to not be photographed or to be removed or obscured in a publicly posted photo.

I will not:

- Engage in verbal abuse, threats, or physical violence of any kind.
- Deliberately provoke a confrontation or respond to provocation with hostility.
- Harass, intimidate, stalk, or discriminate against any person based on gender, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, or any other characteristic. **Anyone asked to stop harassing behavior is expected to comply immediately.**
- Make unwanted physical contact or direct unwanted sexual attention toward anyone.
- Disrupt ICI meetings or events in ways that prevent others from participating.
- Publicly disparage fellow volunteers, allied progressive organizations, or other groups working toward shared goals.

This Code of Conduct applies to all ICI activities: in-person events, meetings, online spaces, email lists, group chats, social media, and any other communications conducted on ICI's behalf. We ask every volunteer to follow the spirit of these guidelines, not just the letter. They exist to help us be excellent to each other and to the communities we serve.

Part 3: If Something Goes Wrong

If you witness or experience behavior by an ICI volunteer that you believe violates this Code:

1. **Report it** to any ICI organizer or leader. Reports may be made privately.
2. **It will be reviewed** promptly and with care for everyone involved.
3. **Action will be taken.** Depending on the nature and severity of the situation, responses may range from a private conversation or formal warning to removal from a specific event, role, or the organization altogether.

No volunteer will be retaliated against for reporting a concern in good faith.

If non-volunteers engage in harmful behavior toward our volunteers or community at an ICI event, we will cooperate with and defer to appropriate authorities.

This Code of Conduct governs the conduct of ICI volunteers. ICI has authority to respond only to the behavior of its own volunteers; we are not responsible for, and cannot police, the behavior of non-volunteers, unaffiliated attendees, or members of the general public, even at events where ICI is present.

Volunteer Agreement & Waiver

By volunteering with ICI you are agreeing to the following:

I understand that volunteering with Indivisible Central Indiana (ICI) is unpaid and that I am not an employee, contractor, or agent of ICI. I volunteer at will and may stop at any time, and ICI may end my volunteer relationship at any time.

I understand that participating in public advocacy, events, and actions involves inherent risk, and I assume responsibility for my own safety and wellbeing. I agree not to hold ICI, its Board, its leaders, or its volunteers liable for any injury, loss, or damage I may experience in connection with my volunteer activities except in instances of gross negligence.

I agree to follow ICI's Volunteer Code of Conduct and to represent ICI's values honestly and with integrity.

I grant ICI permission to use photographs or video in which I appear at ICI events for organizational purposes, including social media and promotional materials, unless I have specifically requested otherwise.

I understand that my personal contact information will be kept confidential and used only for ICI communications and coordination.