



TUDANZAS

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Initial statement: The members of TUDANZAS know the characteristics of goodness, collective work, abundance and permaculture, and, will act according to its principles:

1. Be a good person

1.1 Be a person of integrity

Take care that your actions in the TUDANZAS collective follow the principles of righteousness, honesty and consistency. TUDANZAS collective follow the principles of rectitude, honesty and are consistent with the values of this Code.

1.2 Be honest

One is honest about one's own obligations and duties, even when no one judges them or is immediately affected. Honesty is manifested in the fulfillment of obligations that are present in all the activities of human life.

1.3 Be loyal

Loyalty is a devotion of a person or citizen to a community, person or cause. Loyalty is voluntary in that it is offered freely, without coercion. The cause must be an objective cause. It cannot be oneself. It is something external to the person that is expected to be found in the external world, and it is not possible to find it in oneself. To be loyal means to be honored for the service rendered and to feel gratitude.

1.4 Be responsible

TUDANZAS members commit to be held accountable for their actions and to evaluate them; to submit them to control by the other members; and to promote a quality debate on their actions.

1.5 Be diligent

The diligence comes from the Latin Diligere which means to Love. Diligence is the dedication and care in executing something. A readiness to do something with great inner and outer agility.

- Diligence with oneself means being active, not falling into laziness, with fixed goals and fulfilling them on time.
- Diligence with others means putting enthusiasm into the actions that are performed with and for them. Like the oak that stands enthusiastically
- Like a warrior who, by accepting his mistakes, accepts at the same time the complete love for his person, in order to know how to remedy them through diligence.

1.6 Be generous

A gift is something that is given, do as your activities and tasks in TUDANZAS are like a gift, without expecting anything in return.

1.7 Be grateful

Gratitude is the attitude of recognition of a benefit that has been received or will be received.

1.8 Be respectful

Respect in interpersonal relationships begins in the individual, in the recognition of the individual as a unique entity that needs and wants to understand the other.

2. Work collectively

2.1. Be cooperative

Cooperation is the result of a strategy applied to the objective (what you want to achieve) developed by groups of people or institutions that share a common interest or objective.

2.2. Seek consensus

In the working environment of TUDANZAS, we work following the agreements produced by consent between all members of the collective.

2.3. Commit yourself

In TUDANZAS we believe that the word obliges. There is no difference between saying and doing. For there to be a commitment it is necessary that there is knowledge.

2.4. Be free

Freedom is only valid when it is shared with others. Freedom is not born of isolation, but of reciprocal action.

2.5. Take care of the common good

Take care so that your actions in TUDANZAS favour the creation of the best possible social conditions in each moment so that each person and all people can live according to their dignity and fulfil themselves as persons.

2.6. Take care of your companions

Look that your actions and words help to regenerate daily the physical and emotional well-being of the people of the collective.

3. Equality Plan

3.1 Principle of equal opportunity and equal treatment

- You must treat your fellow employees with respect, just as you want to be treated. At TUDANZAS, you are committed to maintaining a work environment free of harassment and environment free of harassment and discrimination, and to encourage all of your colleagues to that all of your colleagues have the opportunity to contribute, excel and develop and are treated with dignity, respect and fairness, recognizing differences and valuing them.

- You have the right to receive fair evaluations of your performance in the collective. And you are also entitled to a fair response to undemocratic processes

3.2 Principle of Nonviolence

- You must listen to be heard. Work to foster fellowship, and respect agreements made in the team.
- If you feel threatened and/or consider that your personal safety, or the safety of any other personal safety, or the safety of any other member of the team, visitor or guest, you should notify us or guest, you must notify us.

- As a member of the TUDANZAS collective, you have the right to report inappropriate conduct without fear of retaliation.

- Treat each person's privacy with dignity and respect. You should recognize and understand the importance of balancing personal time and its connection to work

You must respect the personal and confidential information of fellow employees colleagues.

- You should not take unfair advantage of anyone through manipulation, artifice, abuse of privileged information, misrepresentation of facts, or any other unfair dealing practice. misrepresentation of facts, or any other unfair-dealing practice.

- Any indications of violence or threats will be evaluated on a collectively. Conduct that is deemed to be negative or inappropriate will be inappropriate will receive appropriate consequences, including possible dismissal from possible dismissal from employment, or expulsion from the collective, for actions that are are punishable by law. If you believe or become aware that a fellow employee has suffered harassment at work, you must report it.

3.3 Principle of Non-Discrimination

- As part of the TUDANZAS collective, you must maintain a healthy, fair, harmonious and pleasant environment for all people.
- The TUDANZAS collective encourages and promotes the equality of rights among all people, regardless of their origin, sexual orientation, gender identity and/or socioeconomic status.
- The TUDANZAS collective disseminates a culture of equality and equity free from violence and discrimination.

4. Ethics of care

This Code of Ethics also takes account of scientific research in the field of Moral Psychology that began with the pioneering work of Gilligan, C. (1977). In her work *In a Different Voice: Women's Conceptions of the Self and of Morality*. The basis of Gilligan's work was the introduction of the concept of the ethics of care. The ethics of care differs from the ethics of justice. The ethics of Justice is an ethic that attributes to all human persons the same rights and duties. It considers the other person as "general". "The ethics of care and responsibility, on the contrary, is based on the consideration of the "concrete other" and from it human beings are considered as persons with an identity, a history and a specific affective and emotional constitution "1 The Associació Cultural TUDANZAS to ensure a good environment three different areas are defined: a) tasks, b) communication and c) personal work.

4.1 Tasks

- The Associació Cultural TUDANZAS encourages autonomy and self-taught work as a tool for individual freedom.

- The Associació Cultural TUDANZAS has a set of manuals and guides that explain the work procedures.
- At the Associació Cultural TUDANZAS the learn-by-doing learning methodology is developed.
 - When you receive an assignment, spend some time researching first. Ask yourself: How is this task really done? Do you know all the steps? If it helps, mentally go through each step as if you were doing it for real.
 - If in doubt, ask yourself the questions.
 - You have the ability to answer your own questions from the study.
 - If after that process you still have unresolved questions, you can ask the questions in meeting with the responsible person or tutor.
- Respect the times of all the people who are part of the collective. Imagine the schedules and responsibilities of your coworkers and adapt your functions to make it easier for them to work with you.
- Many tasks sometimes involve the intervention of several people in a "mechanical" and orderly process. That's why it is important that you are diligent and always be aware of the times and commitments of the people who come behind you in the collective work.
- Respect schedules, not only for a reason of education, but also because it is within the schedules that the responsible people will be more available to solve your doubts and problems.

4.2 Communications

- There will be weekly meetings with the people responsible for the projects. These meetings are the forum for you to follow up on your tasks and to ask questions about your tasks and you can ask any questions you consider necessary.
- You and others on the team are expected to prepare for these meetings in advance in order to facilitate the functioning of the team and to be able to solve potential problems as efficiently as possible:
 - For that you need to know what tasks you have to do
 - Plan your week in advance so you know when you will do each thing.
 - Become aware of the work tools you need to use

■ Write down the questions you have not been able to solve on your own and through study to independently and through study to ask them at the meeting.

○ Communications, questions and doubts related to the work and and action of the TUDANZAS collective and that you have not been able to resolve in the meetings with the people in charge, you should do it through the appropriate means and channels. For this purpose, a working group is enabled in Whatsapp that you should use only for practical purposes only.

4.3 Personal work

Participation in the TUDANZAS collective involves personal development work. You must take responsibility for your own specific emotional and affective constitution.

You must be self-critical, in order to become a better person every day.

You can ask yourself: What can I improve myself so that my actions do not negatively impact others?

In moments of hard work you must communicate assertively.

It is a matter of saving energy in times of increased stress. For example: "bring the keys" is more energy-efficient than "Can you please bring me the please bring me the keys?".

This communication is the result of an adaptive strategy of the entire collective to periods of increased stress and intense work.

Do not judge fellow members of the collective.

5. Laws of abundance

5.1. The law of creation

“Thoughts and emotions create the reality we live in. In other words, everything tangible exists within everything intangible.”

It's about keeping a positive attitude and not mistreating ourselves. We can ask ourselves: what is the purpose of working in a bad mood? Since we can negatively affect the collective. So we must be alert to our own thoughts.

5.2. The law of vibration

“You receive whatever you think about most, whether you want it or not.”

A garden needs attention in the same way that plants need to be watered to keep them from wilting. The same is true in other aspects of life. This law tells us to keep our attention focused on something positive. In collective work, this aspect becomes more important, since we are not only responsible for ourselves. And therefore, the collective will receive what we think as well.

5.3. The law of cause and effect

“Everything you experience in life is a result of something else.”

This third law refers specifically to observing the consequences of every decision we make. Sometimes, not doing something is also making a decision. Let's look at the decisions we make that can affect the collective to see if they bring happiness to ourselves and others, or if they bring happiness to the collective. Are we communicating everything, are we not communicating something? These are some concrete examples of questions that concern decisions.

5.4. The law of balance

“Abundance means being generous with others and grateful when others give to you.”

The act of giving should be done with joy. It can be material, but it can also be can also be attention, affection, appreciation and love. This can be done by celebrating when the group has accomplished something, ask how the person is doing, or other forms of small gifts in daily life. When you begin to perform the act of giving, you begin to become aware of when others do the same for you, and gratitude is born.

5.5. The law of order

“The order of life is be-do-have.”

This law invites us to look inward and not to live depending on objects from the outside to which we normally attach our identity. In this way we can stop control and live without fear (of losing a status, a job, a relationship). In this way our contribution to the TUDANZAS collective can be more essential.

5.6. The law of action

“The way I do one thing is the way I do everything.”

The devil is in the detail. There is no different way in how you do trivial things than how you do important things. trivial things from how you do the important things. There is no difference between important tasks and unimportant tasks, you must put the same positive energy into all positive energy into all actions equally.

5.7. The law of least effort

“Making too much effort generates stress and wears away your energy. This makes it very hard to live with abundance.”

This law refers to the expression "let things flow". It is a useful principle for both good situations and conflicting situations. When everything is going well, enjoy it. When there are conflicts, accept them in order to find solutions or alternatives. Accept it also as part of the path and learn.

5.8. The law of ends and means

“Only by being happy today will I be able to be happy tomorrow.”

You make the walk as you go. To get good results, enjoy the journey. Every small task, no matter how trivial, is an opportunity to learn.

5.9. The law of using your talents

“Putting your talents to work to help others leads to living with abundance.”

Service is an important part of the philosophy of the TUDANZAS collective. Serve with joy and with the opportunity to put into practice and express your personal talents, which attract our own happiness. personal talents, which attract our own happiness.

5.10. The law of detachment

“I attach myself to action and detach myself from the result.”

This last law invites us to become aware of the uncertainty that always exists when performing our functions. It invites us to abandon the idea of control and to accept the small element of surprise.

6. Permaculture principles

1. Observe & interact

"Beauty is in the eyes of the beholder".

If we take the time to interact with nature we can design suitable solutions for our particular situation.

Observing and interacting go hand in hand. Dance between the external and the internal

2. Capture & store energy

"Dry the grass while the sun shines"

Through the creation of resource collection systems during times of abundance, we could use them in times of scarcity.

How to draw growth? The process of doing things diligently takes us from assumption to position.

3. Get a performance

"You can't work on an empty stomach".

Make sure you're getting really useful rewards as part of the work you're doing.

Utility lies in one's own criteria. Performance is also part of a collective part of a collective process of exchange between output and input of resources.

4. Apply self-regulation and accept feedback

"The sins of parents are punished on children up to the seventh generation."

We need to reduce inappropriate activities to ensure that systems continue to function well.

What is important? Questioning the information received and issued humanizes the process: self-regulate and feedback process: self-regulating and feedback. The cycle as a process to get out of linear thinking and incorporating the complexity of care, respect and freedom within the community. freedom within the community.

5. Use & value renewable services & resources

"Let nature take its course".

Take advantage of nature's abundance to reduce our consumer behaviour and dependence on non-renewable resources.

What is the path of your resources: why, what for, how and where do they come from? they come from? Stop looking for the renewable and start thinking from the renewability.

6. Stop producing waste

"Avoiding producing waste, avoids generating lack"

"Prevention is better than cure".

Valuing and making use of all the resources within our reach, nothing is discarded.

What is a resource? Observing, valuing and communicating creates an ecosystem that allows us to take advantage of all resources, avoiding alienation and lack. resources, avoiding alienation and deprivation.

7. Pattern design in detail

"The tree doesn't let you see the forest".

If we take a step back, we can observe patterns in nature and society.

These can form the basis of our designs, with details filled in as we move forward.

A step from the individual to the collective: analyze the environment to understand your position. Finding humility as a method of production and creativity.

8. Integrate rather than segregate

"Many hands lighten the work".

By putting the right things in the right places, relationships develop between those things and complement each other for support.

How can it be? Integration through questioning and observation of the functioning of the processes processes encourage the development of reciprocal relationships. reciprocal relationships.

9. Use small, slow solutions

"The bigger, the longer the fall."

"Slow and sure wins the race."

Small and slow systems are easier to maintain than larger ones, make better use of local resources and produce more sustainable results.

Less is more, the fractal allows overcoming linear paradigms. Solutions small solutions create a larger impact on a connected system, like the ripples of a stone thrown into a lake stone thrown into a lake

10. Use and value diversity

"Don't put all your eggs in the same basket".

Diversity reduces vulnerability to a range of threats and takes advantage of the unique nature of the environment in which it resides.

How to use diversity? Pay attention to the details that change at every moment to make room for them. Not to abuse is to find the essence of things and the root of diversity.

11. Use the edges and value the marginal

"Don't think you're on the right path just because it's a known path".

The place of interaction between things is the space where the most interesting events occur, these are usually the most valuable, diverse and productive elements in the system.

Use the curves, the limit is just a reference, a guide to expand and grow -there is the difference between creating freedom or exercising marginality.

12. Use and respond creatively to change

"Vision is not to see things as they are but as they will be".

We can have a positive impact on inevitable change by carefully observing it and intervening at the right time.

Reality is dynamic. Becoming familiar with change, without overestimating or underestimating it, leads to resilience and, ultimately, growth.