

Harmful behaviour Hive proposal

Tension

Harmful behaviour is happening throughout the movement and is causing significant stress and burnout. Groups are being slowed down and even broken completely by the harmful behaviour of a few individuals. We currently have no process for dealing with harmful behaviour that is not specifically bullying. Not all harmful behaviour breaks the Principles and Values, so we need extra criteria based around stress to group members and the group's ability to do its work.

Policy

XR UK Harmful Behaviour Policy (passed 25/06/21)

This process should be followed if an instance of harmful behaviour is identified - and avenues of conflict transformation / mediation and facilitation-to-resolution within the circle have failed or been inappropriate for the identified behaviour.

It is the intention of this policy that each allegation be investigated multi-partially and that appropriate recommendations or requirements are then made. These might or might not be in collaboration with the presenting circle depending on the nature of the behaviour. This to ensure the safety of all individuals involved. Membership of XR is contingent on adhering to Principles and Values. Membership of a working group is contingent on adhering to the Constitution, the Ways of Working and the Volunteer Agreement. Adherence to these documents along with this policy will underlie the process.

Caring for individuals

It must be acknowledged that some individuals who display harmful behaviour may also themselves be the victim of harmful behaviours. However whilst our understanding of why an individual perpetuates harmful behaviour can be informed by insight into their circumstances, such context cannot equate to a justification of their harmful behaviours or their consequences. We can have empathy for the person presenting harmful behaviour, yet we still need to facilitate the discontinuation of the harm being caused.

We recognise we all have strengths and weaknesses. We therefore endeavour to ensure that there is an expression of sorrow when people are asked to leave because, even though they have tried, they are unable to control their harmful behaviour. Exclusion may be as much about the limit of capacity we have to hold and support some behaviours as it is about the issues a person may be bringing. As

much as we want to welcome everyone, we can't welcome all behaviours. Not everyone's contribution to XR can be in a working group.

Inaction is still action

It must also be acknowledged that by not acting to exclude an individual, we are still in fact taking an action, which instead is potentially excluding those that are being harmed. By not acting to exclude an individual who is causing harm, we are also taking a decision to allow ongoing harm to others, and this breaks our Principle and Values [see below].

Accepting the continued presence of harmful behaviour within a circle can slow down or even stop the work of the affected circle and also impact morale. In a situation where huge changes are needed within the next few years to prevent locked in warming that will kill and displace millions in the Global South, we cannot afford our working groups to be slowed down or broken by the harmful behaviours of a few people. Again this breaks our Principle and Values [see below].

It must also be acknowledged that infiltration is a possibility. Paying people to disrupt us and grooming people who have disruptive behaviour to join our groups is an obvious tactic for police and corporate infiltrators. It is recognized that disruptive and harmful behaviours are a prime way in which infiltrators slow down or bring down activist movements.

The Process

This process is delegated by the Hive to Regenerative Cultures. Designing and implementing the specifics of the process will be determined by Regenerative Cultures and subject to change based on feedback from the groups involved.

The criteria the process is based on are:

- Stress to individuals in the group
- Slowing down or preventing the group from doing its work
- History of behaviour across groups
- Breaking of the Principles and Values the Constitution, the Ways of Working or the Volunteer Agreement

Three final outcomes can result from the implementation of this policy:

- No exclusion is needed
- Exclusion from a specific group
- Permanent exclusion from all UK working groups

Outcomes are based proportionally on the severity and accumulation of the factors above.

Links to documents about the specifics of the process as implemented by Regenerative Cultures.

[Dealing with Harmful Behaviour](#)

[Creating a response circle](#)

Documents referenced in the policy

[Principles and Values](#)

No. 2

achieve system change

The change needed is huge and yet achievable.

No. 3

Regenerative culture includes a healthy focus on mutually supporting categories of

- 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

No. 6

Every individual in the movement is responsible for creating and maintaining safer, compassionate and welcoming spaces.

Discriminatory behaviour, language or behaviour that exhibits racial domination, sexism, anti-semitism, islamophobia, homophobia, ableism, class discrimination, prejudice around age and all other forms of oppression including abusive language towards others, either during an action or elsewhere, is not accepted whether physically or online.

No. 7

We won't tolerate shaming of each other or bullying in any form.

It is everyone's responsibility to change destructive habits and behaviours.

No. 8

We can point out behaviour that is unhelpful, exploitative or abusive, and we won't tolerate such behaviour

[The Constitution](#)

6. Joining A Circle & Asking People To Leave - Keeping things healthy
 - a. To be a member of a working circle, all rebels must agree to act in alignment with XR's Demands and Principles & Values and this Constitution. They must also read and agree to our Ways of Working and our Volunteer Agreement.

[Ways of Working](#)

[Volunteer Agreement](#)