

Community Code of Conduct for Online Groups & Meetings

☀️ **Purpose:** Our online groups are peer-led community spaces for autistic people and those connected to autism to find support, share experiences, and build connections. To help keep this space safe, respectful, and accessible to everyone, we ask all members to review and follow the Community Code of Conduct.

1. 🧡 Core Values

We are here to build a space grounded in: Respect, Kindness, and Empathy

- Treat all participants and facilitators with **respect and compassion**, even if we have different experiences, needs, or communication styles.
 - **Be open to perspectives**—there's no one "right" way to be autistic or neurodivergent.
 - **Listen without interrupting**; give people time and space to communicate in their own way.
 - Assume others are doing their best, and remember: **intent matters, but impact matters more.**
-

2. 🙌 How We Interact

- Treat everyone with **kindness, empathy, and dignity**
 - **Listen actively**, without interrupting or dominating the conversation
 - Use **inclusive and person-first or identity-first language**, as individuals prefer
 - Communicate using **"I" statements** (e.g., "I feel..." or "In my experience...")
 - Give others space to speak, respond, or simply observe
-

3. 💜 Joining with Good Intentions

- Join to **share, listen, and learn**, not to debate, argue, or "fix" others.
 - If something feels hard to express, it's okay to pause, ask for help, or say, "I need time to respond."
 - Need to step away or turn off your camera? Just give the facilitator a quick heads-up so we don't call on you by mistake.
-

4. 🚫 What's Not Allowed

To keep this space safe for everyone, we **do not** allow:

- Harassment, bullying, or personal attacks

- Discrimination or hate speech of any kind
 - Assumptions based on functioning labels or stereotypes
 - Trolling, disruptive behavior, or derailing conversations
 - Sharing others' information or stories without permission
 - Trauma dumping without consent or warning
 - Profanity, sexually explicit, or offensive language
-

5. Confidentiality and Consent

- Keep all personal stories and identities **confidential**
 - **Do not record, screenshot, or share** anything from the group without explicit consent
 - Be mindful of what you type in the chat—it's visible to the whole group
 - Always ask before sending messages or sharing contact info
 - Direct messaging between participants may be disabled for safety
-

6. Accessibility & Sensory Inclusion

- Respect sensory needs: avoid loud noises, flashing lights, or overwhelming visuals
 - Use headphones and mute yourself when not speaking, if possible
 - Participation is flexible: **video on/off, speaking, typing, or observing are all okay**
 - Be mindful of diverse communication styles, including scripting, info-dumping, or AAC
-

7. Participation and Boundaries

- Join with the intent to **support and learn**, not to argue or fight
 - Everyone has the right to take breaks, step away, or leave at any time (If you're called on, just let the facilitator know if you'd prefer not to engage)
 - Please know that video cameras and mics are helpful to participants who to recognize faces or voices due to disability
 - Use hand raise features or visual cues to signal when you'd like to speak
 - Breakout rooms may be used to offer smaller, more focused conversations
 - Let the facilitator know if anything is inaccessible or overwhelming
-

8. Safety and Support

- This group is **not a substitute for therapy or crisis support**
- Facilitators can offer **referrals to professional or emergency resources** if needed

- If someone is causing harm, or you feel unsafe, please reach out to a facilitator
 - We take concerns seriously and will follow up with care and transparency
-

9. **Sharing Resources**

- Feel free to share **relevant, reputable resources** related to neurodivergence, accessibility, or advocacy
 - Avoid spam, misinformation, or promotion of unrelated products or services
- Let facilitators know if you're looking for something specific—we're happy to help
-

10. **Community Agreement**

By joining our online groups, you agree to:

- Uphold this Code of Conduct
- Communicate with care and intention
- Respect the boundaries, identities, and access needs of others
- Help us create a space where all neurodivergent people feel safe, seen, and supported

We're glad you're here.  Let's build this space together.