



I AM ALS Community Guidelines

- The following is a code of conduct for volunteers, staff, and board members at I AM ALS. We are a community with shared goals and expectations for how we engage with our fellow I AM ALS team members. I AM ALS volunteers, staff members, and board members created this document and I AM ALS' board and the Community Advisory Council approved it. We commit to reviewing these guidelines every year or more frequently if needed.
- The goal of these guidelines is to help resolve misunderstandings or conflicts in a safe and confidential way that respects all the people involved.
- If you have feedback or would like to help review these guidelines, please email community@iamals.org.

Community Guidelines

- Be inclusive. I AM ALS is an accessible community. We welcome people of different cultures, ethnicities, identities, abilities, and experiences with ALS. We also share responsibility to create a community where everyone feels accepted and can fully participate.
- Treat all community members with respect and kindness. This includes scenarios where there are differing opinions. If you raise criticism, make it about ideas and actions, not about individuals or organizations.
- Social media is a tool to achieve aspects of our work. It is not a healthy space for conflict around our collective work. Email and meetings are the preferred form of communicating about the work we do together. Do not use social media to criticize or demean the community, I AM ALS, other organizations, perspectives, or people within the movement.
- Address disagreements respectfully, whether in meetings or privately. Discussing disagreements is a productive part of advocacy. It can help develop ideas and make projects and campaigns more effective. However, we insist that divisive discussions not take place on social media.
- Please respect the time of all present when participating in meetings. Offer your perspectives and opinions as clearly and concisely. This will allow other people time to reflect on your comments or contribute their own ideas.
- Your health and well-being are the most important thing. Please take care of yourself and put your health and well-being before your advocacy work. You can lean on the community and I AM ALS staff for help. Please use this link to request help from an I AM ALS Community Support team member: <https://iamals.org/get-help/>. If you need or want to, please take breaks or step away from advocacy. I AM ALS will welcome you back!
- We have a shared responsibility for the well-being of others in our community. Please consider listening more to allow others the chance to be and feel heard. Please reach out to others if you think they could use your support or encouragement.



Community Guidelines (cont'd)

- Assume positive intent. Communication is often challenging, and misinterpretations happen in our virtual world. If someone says something that seems off, consider that you may have misunderstood what they meant to say. Ask for clarification whenever possible.
- Acknowledge the value of lived experience. Each person is an expert on their own unique experiences and has something valuable to share. Collaborate, act with humility, and work without ego, as we all learn from each other.
- Respect the privacy of fellow community members. Keep personal information shared with you confidential, unless they give you explicit permission to share. If you are worried about someone's safety, please use discretion when sharing details.

The following behaviors will not be tolerated in any I AM ALS environment:

- Harassment, abuse, or bullying of community, board, or staff members.
- Discrimination of any kind, including, but not limited to, race, gender, economic class, sexual orientation, physical ability, language, age, national identity, or religion.
- Illegal behavior or work for I AM ALS that violates applicable local, state, and federal laws.
- Efforts to exclude individuals, dominate conversation or processes, or reduce opportunity for broad participation.