

# De-escalation Process

*We welcome everyone and every part of everyone but not all behaviours. For clarity around this: [here is a link to XR's Principles and Values found on the Rebel Toolkit.](#)*

If there is a disruption to the meeting which can't be handled immediately and promptly we have a process which we have devised.

- For people who feel triggered or stressed we have a safe-space with a person to hand in this meeting who can go into a breakout room with you so you can come back to the meeting and participate. You can contact this person privately via the chat.
- In the case of a major disruption such as a 'zoom-bombing', the person will be immediately removed from the meeting.
- In the case of a person being unintentionally disruptive, we will invite them to a break out room. If they continue and don't accept they will be sent to the waiting room where they can accept to return but first they must go into a breakout room to ensure their wellbeing and that of the groups' is guaranteed.

## **Expected disruption:**

Within the meeting, a rebel has been designated de-escalator / calm-enabler. If someone is feeling triggered they can privately or publicly ask to go to a break out room with them and actively calm down so as to better join the room again later, or not as the case may be. The designated calm-enabler is in the meeting to decide for the benefit of both the person struggling and for the whole group what will happen after the breakout-room session. The breakout-room is confidential but not secret and if the outcomes affect the team in charge of the meeting they will be informed accordingly while keeping any personal details shared confidential.

## **Unexpected disruption.**

We will quickly assess the gravity and potential longevity of the disruption.

Serious disruptions which are obviously there to cause harm will be dealt with immediately and the person will be removed from the main meeting as swiftly as possible by the facilitation team.

Serious disruptions which are caused by triggered human beings participating in the meeting which can not obviously be dealt with in the main meeting will be dealt with in this manner:

The offer of a breakout room is made. If not accepted within 'x' seconds then they will be sent to the waiting room. In the waiting room, an offer to return is made so as to discuss the issue further in a breakout room. The intention is to enable the person to participate in the meeting. The person in the waiting room must accept the offer to join the breakout room before being allowed back in. If

they then refuse\* to join the breakout room once returned they will not be allowed back into the meeting.

The breakout-room is confidential but not secret and if the outcomes affect the team in charge of the meeting they will be informed accordingly while keeping any personal details shared confidential.

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