

How we protect one another

Data Protection

1. How we protect your data: [XR Privacy Policy](#). For queries or requests about your data, please email dataprotection@rebellion.earth
2. How we ask you to protect other people's data: [Volunteer Agreement](#). This agreement gives some simple principles for treating data with care and respect. All new rebels should digitally sign this, but it is particularly important that organisers do so.

Behaviour generally

Rebels who help organise XR are asked to follow our [Ways of Working](#). This guide covers how we expect people to act as individuals and within groups: not just how we talk but how we listen and not just who we work with but how we include them.

Behaviour at Actions

Rebels who attend Actions are asked to follow our [Rebel Agreement](#). This gives us a basis for trust in each other and between us and the public.

Poor behaviour

As XR is not hierarchical, it is the responsibility of all groups to impose discipline. Our [Ways of Working](#) show how groups can respond to people who behave badly, e.g.

- accepting harm was caused and making agreements to prevent it happening again
- asking people to take part in a conflict resolution process
- asking people to leave a meeting or excluding them from a group
- asking people to leave the movement - a last resort, but one that we are prepared to use if necessary.

Conflict

Conflict isn't necessarily a bad thing. In fact, it is to be expected when we're dealing with such difficult issues. But when conflict becomes harmful, it needs resolving. You may be asked to take part in a conflict-resolution process by your group if you're a party to the conflict, or if you're outside it and may be able to help resolve it.

- [How to deal with Conflict in your Groups](#)

- [Transformative Conflict team Tension shifting \(video, 27mins\)](#)
- [Conflict website](#)
- or email xr-conflict@protonmail.com if you need the support of trained facilitators

When misunderstandings and our egos get between us and our goals, we try to remember our important shared purpose and to hold things lightly.

Keeping each other safe

It is everyone's duty to make sure everyone in XR is safe from exploitation or abuse (especially from those in a position of responsibility).

If there's anything in your past that may indicate a risk to others, you should disclose these to the relevant group before you take on a role within XR (e.g. failed DBS checks, a conviction for a violent or sexual crime (even if spent), or restraining orders). They may not stop you volunteering for XR, but we need to know about them so that we can protect you and others.

We each have a responsibility to look out for each other and report anything that worries us or makes us uncomfortable. If you encounter a situation that makes you uncomfortable either for yourself or someone else, please let your group organisers, and if necessary your wider circle, know so they can work to sort things out.

National helplines

- [The Samaritans](#) : Support line for people to call.
 - [Mind](#) : Charity focused on mental health.
 - [Cruse](#) : Support for dealing with bereavement and grief ([Hope Again](#) is their website for young people).
 - [New Pathways](#) : Rape crisis and sexual abuse support.
 - [In the Rooms](#) : Free online recovery platform for those dealing with addiction.
 - [Centre for Anxiety Disorders and Trauma](#)
 - [National Suicide Prevention Support](#)
 - [International Association for Suicide Prevention](#) : Provides a list of helplines in different countries.
 - [Sudden Death](#) : Supports people bereaved by sudden death.
 - [Survivors of Bereavement by Suicide](#)
 - [Sands](#) : Support for those affected by stillbirth or death
 - [Good Thinking](#) : Tools and resources for anxiety, sleep, low mood and stress.
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