



## Community Guidelines

Welcome to the NAMLE **CommUnity Hub**. Our community is built on the principles of inclusion, diversity of thought and experiences, civility, and building a supportive network. We are pleased to offer a dedicated space where our actions align with our vision and purpose. We believe everyone has something valuable to contribute, and we are committed to creating a space where everyone feels welcome and valued.

To ensure that our community is a safe and inclusive space for everyone, we have developed the following community guidelines to provide guidance on how to engage with other users in the community and what you should expect from others:

### DO:

1. Engage in honest and respectful dialogue and accept discomfort as an element of growth.
2. Be open-minded and respectful of diverse perspectives and experiences and think about the perspectives of marginalized voices who are not present.
3. Keep the conversation focused and relevant. We encourage members to share their thoughts and ideas, but we ask that you stay on topic.
4. Protect the privacy and safety of yourself and others.
5. Invite other voices that might not be represented to join NAMLE so their ideas and experiences can be included in the community.

### DO NOT:

1. Engage in any form of hate speech, harassment, bullying, discrimination or other targeted attacks against individuals or organizations within or outside of the community.
2. Address others using personal attacks or insults.
3. Directly spam or engage in unsolicited self-promotion. We define spam as sending unsolicited messages or content directly to other members with the intention of promoting a product, service, or website.
4. Share personal information or other content that could harm or endanger others.
5. Violate intellectual property principles or engage in the unauthorized use of others' content.
6. Engage in illegal activity of any kind.



## Community Guidelines

### Our Moderation Approach

The moderation team works diligently to maintain this CommUnity Hub and seeks your assistance. Because all posts in the CommUnity show up right away, activity is not screened before it goes live. This is called reactive moderation, which means that staff and volunteers monitor posts to the best of their ability and also rely on members to tell them about any content which violates the CommUnity Guidelines. Members may report any post or item they deem as inappropriate or a violation of CommUnity Guidelines by clicking the ellipses on a post and selecting “Objectionable”. Throughout the website you’ll see this option to alert us to that content. The moderators will review each submission and follow up as needed. At their discretion, Moderators may edit or remove content or members that violate, misuse, or break the conditions outlined in the community guidelines.

We believe that these guidelines will help us create a supportive and inclusive community where everyone feels welcome and valued. Thank you for your cooperation and support.

For additional support or questions, please email [namle@namle.net](mailto:namle@namle.net) or reach out to any of NAMLE’s staff directly.