



## **ADDENDA TO INTERNAL REGULATION**

### **Colors Sitges Link**

## **1. PURPOSE**

This internal regulation complements the statutes and the internal regulation of Colors Sitges Link, an LGTBIQ+ association, hereinafter CSL.

In it, the rules of operation, organization and conduct applicable to all members are defined, with the objective of guaranteeing a safe, inclusive and respectful environment for all persons.

## **2. VALUES**

At CSL we think that the values that must govern our activity must follow the following principles:

- ensure respect for all persons
- promote inclusion as a way of living diversity diversity
- foster a climate of well-being by ensuring a positive coexistence and a culture of care and mutual support among persons
- promote individual voluntary involvement in the service of the collective
- create safe spaces safe spaces for persons of the collective
- recognize and celebrate affective, sexual, bodily and gender diversity

Every person who forms part of CSL commits to respecting said values and following the principles.

## **3. MEMBERSHIP**

Membership in CSL implies:

- the payment of the annual fee of the association
- the acceptance of this regulation

Each member represents the image of the association. The condition of member may be suspended or withdrawn in case of non-compliance with any of the points described in this regulation.

## **4. GOVERNANCE**

The committee is the governance body elected by the members of CSL. It is its responsibility:

- to guarantee the proper functioning of the association
- to take the necessary decisions to comply with the statutes of the association, ensuring, especially, the creation of safe environments for all persons, inclusive of the diversity of the collective and free of any type of violence
- to intervene in case of non-compliance with the rules of organization, conflict or malfunction

The decisions taken by the committee are binding for all members.

## **5. INTERNAL AND EXTERNAL COMMUNICATION**

### *5.1 Official social media accounts*

The accounts of the association are managed only by persons designated by the committee.

### *5.2 Publications*

Every publication must respect the image and values of the association. Promoting Catalan as the main language, Spanish, English and French as additional languages.

In addition, in all publications an inclusive, respectful and representative language of LGBTBIQ+ diversity will be promoted.

### *5.3 Representation*

It is prohibited to speak on behalf of the association without express written authorization from the committee.

### *5.4 Image rights*

Members authorize the use of their image unless there is express written opposition.

### *5.5 Moderation*

CSL will ensure its external image, being able to remove inappropriate content and/or restrict access to its digital spaces to persons not aligned with the values of the association.

The protection of persons against hate speech, discrimination or symbolic violence will be prioritized.

## *5.6 Data protection*

The association commits to making a responsible use of the personal data of members, in accordance with current regulations.

# **6. COMMUNICATION GROUPS AND SUBGROUPS**

## *6.1 Status*

Groups (WhatsApp, Signal, etc.) will be considered official tools for the functioning of CSL.

## *6.2 Access*

Access is reserved to members up to date with their fees.

## *6.3 Objective*

The objectives for which the groups will be used are:

- internal communication of work teams and activities of the association
- coordination and organization of events

## *6.4 Rules of operation*

In work groups are considered respectful and safe spaces for the persons who belong to them. Therefore, it will be encouraged:

- respect and respectful coexistence
- a climate of trust and mutual care
- active listening and assertive communication

It will be considered inappropriate use of the groups:

- the generation of public conflicts
- the sending of promotional messages that are not part of the related CSL activity

If any person makes inappropriate use of a communication group, they may be expelled from it.

## *6.5 Contents*

Any content that invalidates identities, questions rights or reproduces violence towards the LGBTIQ+ collective is prohibited.

## *6.6 General group and subgroups*

There exists a general group, in which the committee and/or persons designated by the committee will write communications in a one-way manner.

Subgroups are created according to the organizational needs of the association. Subgroups must be validated by the committee and/or by a person assigned by the committee for their creation.

Subgroups may be eliminated according to the organizational needs of the association.

### *6.10 Subgroup referents*

Each group will have a referent person for its administration. This person will be validated by the committee and/or a person assigned by the committee.

Functions of the referent persons:

- transmit the necessary information for the development of the activity
- moderate communications so that efficient work takes place
- guarantee compliance with the regulation, ensuring well-being and respect within the group
- add or remove persons from the groups

### *6.8 Confidentiality*

External dissemination of messages or information, through forwarding or screenshots, is prohibited, especially when said information may affect the privacy or security of persons of the collective.

Only information from subgroups may be shared with express authorization from the referent person of them.

### *6.9 Moderation and presence in a subgroup*

The committee and/or persons assigned by the committee to manage subgroups may:

- remove messages that do not respect this regulation
- intervene in conflicts that may appear in the subgroup
- exclude members who do not comply with this regulation

The presence of a person in a subgroup implies active participation in it.

## **7. ACTIVITIES AND EVENTS**

Activities and events held by CSL must guarantee safe, inclusive and discrimination-free environments for all participants, paying special attention to situations of vulnerability.

Therefore, it will be guaranteed in all of them:

- appropriate behavior
- mandatory respect of the rules of coexistence described in this regulation

The committee or any person assigned by the committee for said activity or event may exclude any participant.

## 7.1 Image and materials

The projection of a positive and appropriate image of the association in accordance with the values of the association will be ensured.

During activities and events, the following will be encouraged:

- responsible use of materials and appropriate attire
- individual responsibility in carrying out activities and participating in events
- protection of the collective image that is appropriate and respectful of the diversity and inclusivity of the LGTBIQ+ collective

## 7.2 Safety

During activities and events promoted by CSL, each participant will be responsible for their own safety and commits to respecting the instructions provided by the organizing persons of them.

The association will promote practices of collective care and prevention of situations of risk or violence.

# 8. PROHIBITED CONDUCT

The following are strictly prohibited:

- LGTBI-phobic, sexist, racist, ableist comments or any other form of violence or exclusion
- discrimination (based on sexual orientation, gender identity or expression, origin, functional diversity or other conditions)
- toxic or disruptive behaviors
- aggressive or violent attitudes towards other persons
- damage to the image of the association

# 9. SANCTIONS

In case of non-compliance with this regulation, the committee or the responsible persons assigned by the committee will activate a protocol of action composed of 3 phases:

1. *Warning phase*: the person who does not comply with this regulation will be informed of their fault.
2. *Suspension phase*: in case the inappropriate attitude continues, their participation in the activities of the association will be temporarily suspended.
3. *Expulsion phase*: if the situation occurs again against this protocol, expulsion from the association will proceed.

Before the application of a sanction, the affected person will have the right to be informed of the facts and to present allegations.

Decisions will be taken by the committee in a reasoned manner.

Whenever possible, restorative and educational measures will be prioritized over punitive ones.

## **10. CONFLICT RESOLUTION PROCEDURE**

The association will promote mediation and dialogued resolution of conflicts whenever possible, prioritizing the well-being of the persons involved.

A care perspective will be applied, avoiding re-victimization and guaranteeing confidentiality.

## **11. MODIFICATION**

The regulation may be modified at any time by the committee at the request of any member or on its own initiative and must be approved by the assembly.

## **12. RIGHTS OF MEMBERS**

Members have the right to:

- participate in the life of the association
- receive information about its functioning
- express opinions in a respectful manner
- be treated according to their identity, name and chosen pronouns
- participate and develop in a safe and discrimination-free environment

## **13. ACCEPTANCE**

Membership implies the total acceptance of this regulation