

# BDC Seminar Series: Community Guidelines

We aim to create a supportive space for our speakers to share their experience without fear of judgement. We have zero tolerance for harassment and discrimination\*. To accomplish this we rely on everyone, including all speakers, attendees, and BDC staff, in the seminar series to adhere to a set of **community guidelines**:

1. Listen actively and with respect.
2. Be receptive to new perspectives - we are here to learn.
3. Own your privilege and oppression.
4. Commit to learning. The goal is not to always agree - it is to gain a deeper understanding.
5. Sit with silence and embrace discomfort.
6. Community growth depends on the inclusion of every individual voice -- learn from what you hear here, do not invalidate the speaker.
7. Own your intentions and your impact.
8. No attacks: Challenge ideas, not people
9. Use "I" statements - speak from your perspective and not for a group.
10. Acknowledge when harm has been done. Seek to engage in repair as a group.
11. No unauthorized recording.

## Q&A Session

You may direct questions to a moderator by writing to the moderator(s) in the chat box. To protect the speaker(s) and the Biology Diversity Community, the moderator makes the final decision on what questions to get asked.

\*Hostile or harassing conduct will be met with a warning and, if necessary, removal of the offender from the seminar and from all future BDC events.

1. Examples of unacceptable behaviors include but are not limited to:
  - a. Verbal or written comments that reinforce social structures of oppression related to gender, gender identity, sexual orientation, disability, physical appearance, body size, race, age, religion, or immigration status.
  - b. Sexual images in public spaces
  - c. Deliberate intimidation, stalking, or following
  - d. Harassing photography or recording
  - e. Sustained disruption of the seminar
  - f. Unwelcome sexual attention
  - g. Explicit or implied threat of physical, financial, personal, or professional harm
  - h. Advocating for, participating in, or encouraging, any of the above.
2. Reporting: If any individual makes you feel unsafe or unwelcome and violates the BDC guidelines, please report the individual to the moderator(s) and/or the MIT IDHR office ([idhr@mit.edu](mailto:idhr@mit.edu)).