

## CARE GUIDELINES FOR THE IMPROPER

The Improper strives to be a safe, inclusive setting, encouraging open conversation in an ambience of mutual respect. Our own diversity of backgrounds, contexts and privileges can affect us, or be painful; this is why we request your commitment to meeting the aims of these basic care guidelines when involved or participating in the activities taking place at The Improper:

- We will pay attention to and seek to **avoid or manifest any kind of violence**, be it psychological, verbal or physical (for example, expressing disdain, insulting or attacking). We will not accept expressions and attitudes that are sexist, racist, ableist, classist, ageist, homophobic, lesbophobic, transphobic, biphobic, serophobic or whorephobic, or any other kind of discrimination.
- We will use **content warnings** when dealing with issues that might be sensitive or traumatic for ourselves or others, and together we will regulate the way certain questions should be handled.
- We will **actively listen** to others. If we have doubts or do not understand something, we will ask about it.
- **If we are not feeling well** or at any time are not entirely comfortable, we can leave the room for a while, or request that someone we are comfortable with accompany us.
- We will make room for discomfort, error and reparation. If a certain behaviour or commentary involuntarily hurts the sensibility of some other person present, **we will do what is possible to soften their pain**.
- If you consider **activating this protocol** (then surely it is worth it), please do so. You can refer to it when speaking, or request that someone you trust does so on your behalf.