



**YOUTH  
BUILDING  
THE FUTURE  
GLOBAL**

**MEXICO CITY, MEXICO JANUARY 10th, 2021.**

**IDN: YBTFG/ODDCC**

**CODE OF CONDUCT**

### **YBTFG CODE OF CONDUCT:**

1. Respect everyone. All opinions and pronouns used (she/her; he/him; they/them; etc.) should be respected. Treat yourself and others with compassion. Respectfully discuss other movements, organizations, and activists. Seek to create an environment where people feel comfortable and welcome.
2. Do not offend, intimidate, make personal attacks or accusations, insult or put down others. Refrain from name-calling, labeling. Always conduct yourself professionally. Be kind to others. Harassment and exclusionary behavior aren't acceptable and will result in your exclusion from YBTFG. This includes, but is not limited to:
  1. Cyberbullying, threats of violence, Not following someone's directions, sexual harassment/assault, sharing sexually explicit or violent material, advocating for, or encouraging, any of the above behavior.
3. Limit offensive vulgarity. We do NOT tolerate cursing AT people at all. Acronyms are preferred and only to be used if not aimed towards someone. (Ex. WTF, #@\$!)
4. Respect the rights of individuals and the community to confidentiality. Do not discuss personal information without consent. Do not share screenshots or information about YBTFG Digital outside the workspaces without consent - this includes messages from channels, direct messages and other YBTFG digital spaces. Screenshots from private exchanges should only be used to resolve conflict.
5. Don't be a cloutivist :) This means don't use YBTFG Digital for the media attention or to put in on your college applications, for example. Be here for the right reasons, to fight for climate justice and a livable future, and don't do this work expecting to get fame.
6. Seek to break down, and never perpetuate, the systems of oppression and discrimination inherent in our society and ourselves, acknowledge how these

may factor into intrapersonal relationships and our work, and aim to create an inclusive healthy community. Welcome and support people of all backgrounds and identities including, but not limited to:

- Sexual orientation, Gender identity and expression, Race/Ethnicity, Culture, National origin, Socioeconomic class, Educational level, Skin color, Immigration status, Sex, Age, Size, Family status, Political beliefs, Religion, Mental and physical ability

We do not welcome:

- Racism, sexism, classism, homophobia, xenophobia, transphobia, ableism, ageism, islamophobia, anti-semitism, discriminatory language.
- Prioritize making space for marginalized communities to speak for themselves and value their knowledge.

7. Contribute as much as you can, on whatever level you can, take breaks when needed and whenever possible inform the community of your break. Whenever you're unable to access slack and/or do YBTFG work at any time, you are on break. Some reasons you might take a break: school/exams, job, other commitments/obligations, personal issues, mental health/wellbeing. State in your display name if you're taking a break (for example: Lili - ON BREAK). Failing to do so is a hindrance to the team. Make sure you get someone to temporarily fill your role on break. It's okay to take breaks, just let others know about it in the #random channel. If you take a break for more than a month you will have to notify the team. Respect to what extent people choose to be involved. Commit to supporting each other, even if sometimes it means simply being a listening ear or a shoulder to cry on.

8. Approach discussions with an open mind and seek to understand the views and opinions of others. Be open to changing your mind or learning something new. Give others the benefit of the doubt. Different people have different perspectives on issues based on their experiences and background, and that can be valuable for solving problems or generating new ideas. Don't forget that we all make mistakes, and blaming each other doesn't get us anywhere.

9. When communicating, respect each other's triggers and use tone indicators to clarify your messages. Read our full content warning policy and our guide and policy on tone indicators.

10. Be truthful about your identity to the community. Do not say untruthful and false statements for any reason.

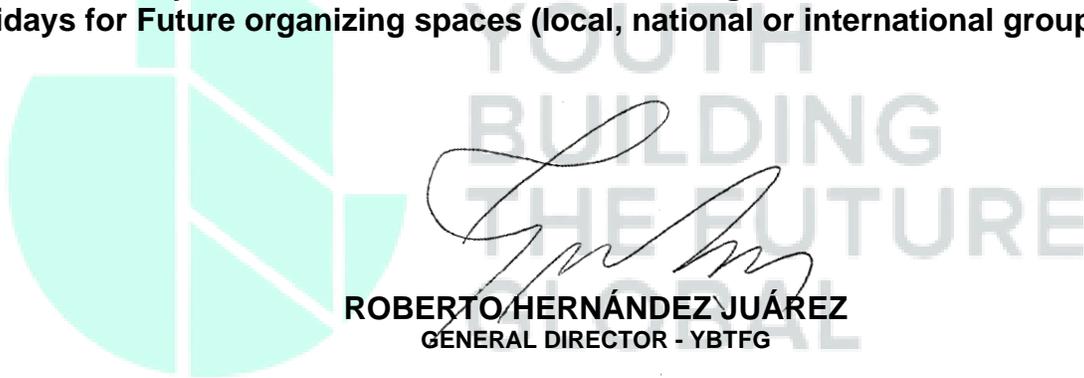
11. Be transparent and communicate clearly as well as possible. Do your best to not ghost anyone because this hinders our progress. Don't do things without letting people know. Be transparent about taking breaks and always ask before doing something

Required for everyone in YBTFG to read in addition to the code of conduct: Slack guidelines: YBTFG Digital Slack + Platform Guidelines

Leaving working group (WG) policy: As a team member you are allowed to be in as many or as few working groups depending on your preferences and capacity. If you have to leave a working group for whatever reason, please message the WG coordinator(s) before you do so and then leave the WG channel.

Leaving team policy: Being a member of YBTFG is voluntary meaning you can leave the team whenever you want. If you decide to leave the team for any reason, please message the coordinators of the working groups you are in, then announce your leave of the team to the #random channel. If you will leave for more than a month your account will be deactivated. Becoming inactive without letting people know is a huge inconvenience to the team so please tell the team that you are leaving for a while.

**This Code of Conduct applies within the YBTFG Digital workspace, as well as any YBTFG Digital spam spaces, supplemented by the Spam Code of Conduct, as well as any interactions with other YBTFG Digital members, or in other Fridays for Future organizing spaces (local, national or international groups).**



**ROBERTO HERNÁNDEZ JUÁREZ**  
GENERAL DIRECTOR - YBTFG