

2020 CHINA VIRTUAL FORUM

Community Guidelines

OUT & EQUAL
WORKPLACE ADVOCATES

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Community Guidelines

Welcome to Out & Equal's third annual **China Forum**! We are honored to provide this event as a part of our continued initiative to harness the collective power of business and tackle LGBTQ workplace equality issues in China. Because the event will be held virtually, it will be easier to attend than ever before.

Please keep the following in mind when attending this year's China Forum:

Safe Space

This is intended to be a safe and welcoming space for all individuals, regardless of sexual orientation, gender identity or expression. Please treat everyone with respect. Healthy debates are natural, and kindness is required. Bullying of any kind is not allowed, and degrading comments on/about topics such as race, religion, culture, sexual orientation, gender identity, etc. will not be tolerated.

Call In, Not Out

This is an educational space and there are varying degrees of familiarity and fluency with identities, expressions, concepts, and language. Assume positive intent. Look for opportunities to call people in, rather than out. This means engaging people one-on-one at times when they express themselves in ways that might inadvertently alienate or further bias. We're all learning from each other.

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Community Guidelines (continued)

Identity Stays, Knowledge Leaves

Being part of this community requires mutual trust. The event is password protected, and not public – but people will be sharing their experiences, learnings, and giving shout-outs on social media (just as they would at an in-person event). We encourage you to show up as your authentic self and trust that information shared in this community stays in the community, while also understanding that there is an inherent risk in sharing personal information on message boards at a Virtual Forum. Video-recording live sessions (via your computer or handheld device) or taking photographs/screengrabs of live conversations and messages is not permitted. Please honor the trust of those who have shared of themselves, just as you would want from them in return.

Please note: Across our sessions, speakers are taking part in both personal and professional capacities.

Community Guideline Violations

Should you not abide by the above criteria, Out & Equal reserves the right to take action to address the situation. This could result in deleting your comment(s), your being removed from a session, and even revoking your privilege to attend the Forum.

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