



NATIONAL LAWYERS GUILD

NLG #Law4ThePeople 2021 Convention Code of Conduct

This Code of Conduct works in accordance with Article 8.5 (Member Censure, Suspension or Expulsion) in the NLG Constitution and applies to all participants in the convention. *The NLG is indebted to the ALPA Affordable Learning Summit, Exchange 2020, Internet Freedom Festival, and other organizations whose Codes of Conduct served as the basis for this code.*

If you are subject to or witness behavior that violates our Code of Conduct, or is otherwise harmful to you or other participants in the space, or if you need support, please call or text the Law4thePeople security team at (212) 679-8751.

Participant Responsibility

All participants are expected to observe these community agreements in all NLG convention activities, including online events and any social media venues affiliated with the convention. Participants who are asked to stop hostile, harassing, or dangerous behavior are expected to comply immediately. At the discretion of the NLG, participants may be removed from the convention if the participant's noncompliance warrants immediate action.

Shared Values

Brave Spaces

Participants in Law4thePeople are invited to engage thoughtfully, compassionately, rigorously, and with an openness to being challenged. We do not expect that every conversation we have in these spaces will be easy or comfortable, but we commit to enter into each one with mutual care, patience with ourselves and others, and a desire to learn.

We keep us safe

The security team is here to help and protect you, but we can't be everywhere at once! Making sure that these community norms get communicated and enforced is a shared responsibility, so if you see someone acting inappropriately, step up and step in! When people come into our spaces and mistreat our people, we want to know – and we want you to be empowered to protect your fellow Guildies too.

Prohibited Behaviors

Examples of prohibited behaviors include but are not limited to:

- Threats, intimidation, or insults directed against another person or group
- Discrimination of any kind
- Verbal, graphic, or written comments related to age, body size or type, disability, gender, gender identity and expression, nationality or national origin, language, physical



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appearance, race, religion, sexual orientation, veteran status, education level, socioeconomic status, or other axes of oppression

- Making or displaying inappropriate comments or gestures of any form or type related to age, body size or type, disability, gender, gender identity and expression, nationality or national origin, language, physical appearance, race, religion, sexual orientation, veteran status, education level, or socioeconomic status
- Stalking (physical or virtual)
- Disruption of talks or other presentations
- Nonconsensual sexual contact or unwanted sexual attention (physical, verbal, or virtual)
- Posting or threatening to post other people's personally identifying information, either in a public or private forum, without explicit consent from those involved
- Collecting information on convention participants, presenters, or NLG staff or volunteers for adversarial purposes, including but not limited to intelligence gathering, organizational mapping, publication of information without the consent of all involved parties, and sharing with or reporting to any government agencies
- Making recordings of any type of convention events, for any purpose
- Verbal, graphic, or written comments that put any individuals or groups at risk of state repression, violate attorney-client privilege, or violate the work-product privilege of information or materials collected or produced through NLG activities
- Advocating for or encouraging any of the above behavior

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Accountability

The NLG is an abolitionist organization that uses a wide variety of tools, including those expressed in our code of conduct, to try to build community on a foundation of mutual trust and respect. We recognize the many types of harm that can happen in community, professional, and activist spaces, including both those that happen with intention and those that happen as a result of mistake, misunderstanding, or ignorance. As we do this work, we recognize that no amount of care and prevention work can completely remove the risk of members of our community having harmful or traumatic experiences in or around our space.

Our first priority is to minimize harm and ensure that we are standing up for the safety and security of our members and participants. Violations of our code of conduct witnessed during convention events will be addressed immediately, including by temporarily or permanently removing participants from events or the convention, but our goal is always to minimize, mitigate, and prevent further harm. Any removals will not be eligible for a refund of convention fees or NLG dues.

We are committed to your safety. *If you have been harmed while in a space the NLG controls, we will take responsibility and do what we can to make it right.*



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We are committed to listening to you and believing what you tell us. *We have a broad understanding of what constitutes a reportable incident and we trust you to know what you need. Our security team will work with you to create an outcome that helps you feel safe and supported.*

We are committed to working through the complexity of being in community with you. *We recognize that a wide range of conflict and harm can happen in community, and that the intent of the person responsible and the impact on the person affected are not the same. In our response to incidents, we gather information about both, with our highest priority being the safety and healing of the person affected.*

We are committed to prioritizing healing over punishment. *We are working against the idea that “you’ve hurt someone” means the same thing as “you are a bad person.” We work against disposability by giving people who have caused harm opportunities to grow. While we have the power to exclude people from our spaces if they render them less physically, emotionally, or psychologically safe, we reject the idea that exclusion is the only way, or is always the right way, of responding to harm.*

We are committed to the long haul. *There is no time limit for you to use these avenues of communication. We encourage you to reach out to us through the method and at the time that best suits your safety and comfort needs, and we will prioritize your agency and confidentiality in everything we do.*

Because these situations are each unique, complex, and multifaceted, we cannot guarantee any one-size-fits-all solution. We have the capacity to take various meaningful steps, including facilitating conversations and justice or healing processes, referring a person to ongoing education or other resources, placing conditions on or restricting participation in future guild work, or other actions as permitted by the NLG constitution and bylaws. We know that every person who attends one of our events is placing enormous trust in us. We are grateful for that trust and we strive to be worthy of it.

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Our policies are a work in progress. We welcome any feedback regarding them in the spirit of our ongoing journey to build the music scene around us that we want to exist in.