



MINDFREEKS-CODE OF CONDUCT/COMMUNITY GUIDELINES

Overview and Purpose

As a member of MindFreaks we agree to follow this code of conduct.

Our website, Tulli platform, including the forum, all our social media platforms, and all events are intended to be a safe place for collaboration, motivation, support, growth, and personal development between all its members. MindFreaks is a place for connecting with other members, coaches and non-coaches for learning new skills, practicing, sharing feedback and experiences, and growth. By participating in this Community, you are agreeing to the same Terms of Service that apply to mindfreaks.com, as well as this Code of Conduct.

With this Code of Conduct, we hope to help you understand how best to communicate in the Tulli platform and during all interactions with fellow members, what you can expect from MindFreaks community guardians, and what type of actions or content may result in temporary or permanent suspension of your MindFreaks membership. We will investigate any abuse reports and may moderate public content within the Community that we determine to be in violation of either MindFreaks Terms of Service or this Code of Conduct.

All Mindfreaks members worldwide bring different perspectives, ideas, and experiences, and range from people who share an interest in personal growth and development, mental wellness, and psychology. To members who may be beginning to think about becoming a life coach and also some that may already have successful coaching practices. The purpose of our community is to serve as a welcoming environment for all the different voices and perspectives while maintaining a safe space where people are free to express themselves. A community of support, education, insights, practice, connection and motivation.

Pledge

In the interest of fostering an open and welcoming environment, we all as contributing members and maintainers pledge to make participation in MindFreaks, Tulli, forum, social media platforms and all other interactions/events, a harassment-free experience for everyone, regardless of age, body size, visible or invisible disability, ethnicity, level of experience, ability, education, socio-economic status, nationality, personal appearance, race, caste, color, religion, or sexual identity and orientation.

We pledge to act and interact in ways that contribute to an open, welcoming, diverse, inclusive, and healthy community.



Who Must Follow Our Code?

We expect all of the members to know and follow the Code. Failure to do so can result in termination of your membership.

What If I Have a Code-Related Question or Concern?

If you have a question or concern, don't just sit there. You can contact a member of the core team through info@mindfreaks.com. Here you can also submit a question or raise a concern of a suspected violation of our Code or any other MindFreaks policy.

Standards/Principals

All our members value MindFreaks not only because we deliver community environment and services, but because we hold ourselves to a high standard in how we treat members and operate generally. We are a shared resource — a place to share skills, collaborate, participate, share knowledge, and interests through ongoing conversation, practice and interactions.

Keeping the following principles in mind will help us to maintain that high standard:

- Treat each other with respect, professionalism, fairness, and sensitivity to our many differences and strengths, including in situations of high pressure and urgency.
- Never harass or bully anyone verbally, physically or sexually.
- Never discriminate on the basis of personal characteristics or group membership.
- Communicate constructively and avoid demeaning or insulting behaviour or language.
- Seek, accept, and offer objective work criticism, and acknowledge properly the contributions of others.
- Be honest about your own qualifications, and about any circumstances that might lead to conflicts of interest.
- Respect the privacy of others and the confidentiality of data you access.
- With respect to cultural differences, be conservative in what you do and liberal in what you accept from others, but not to the point of accepting disrespectful, unprofessional or unfair behaviour.
- Promote the rules of this Code and take action, to bring the discussion back to a more civil level whenever inappropriate behaviours are observed.

Examples of behavior that contributes to a positive environment for our community include:

- Demonstrating empathy and kindness toward other people
- Being respectful of differing opinions, viewpoints, and experiences



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- Giving and gracefully accepting constructive feedback
 - Accepting responsibility and apologising to those affected by our mistakes, and learning from the experience
 - Focusing on what is best not just for us as individuals, but for the overall community

Examples of unacceptable behavior include:

- The use of sexualized language or imagery, and sexual attention or advances of any kind
- Trolling, insulting or derogatory comments, and personal or political attacks
- Public or private harassment
- Publishing others' private information, such as a physical or email address, without their explicit permission
- Other conduct which could reasonably be considered inappropriate in a professional setting

Scope

This Code of Conduct applies within all community spaces, and also applies when an individual is officially representing the community in public spaces.

Examples of representing our community include using an official email address, posting via an official social media account, or acting as an appointed representative at an online or offline event.

No Retaliation

All community guardians are obligated to respect the privacy and security of the reporter of any incident.

MindFreeks prohibits retaliation against any member here at MindFreeks who reports or participates in an investigation of a possible violation of our Code, policies, or the law. If you believe you are being retaliated against, please contact info@mindfreeks.com.

All complaints will be reviewed and investigated promptly and fairly.

All community guardians are obligated to respect the privacy and security of the reporter of any incident.



Enforcement

Instances of abusive, harassing, or otherwise unacceptable behavior may be reported to the community guardians responsible for enforcement at info@mindfreeks.com.

Enforcement Guidelines

Community guardians will follow these Community Impact Guidelines in determining the consequences for any action they deem in violation of this Code of Conduct:

1. Correction

Community Impact: Use of inappropriate language or other behaviour deemed unprofessional or unwelcome in the community.

Consequence: A private, written warning from community guardians, providing clarity around the nature of the violation and an explanation of why the behaviour was inappropriate. A public apology may be requested.

2. Warning

Community Impact: A violation through a single incident or series of actions.

Consequence: A warning with consequences for continued behaviour. No interaction with the people involved, including unsolicited interaction with those enforcing the Code of Conduct, for a specified period of time. This includes avoiding interactions in community spaces as well as external channels like social media. Violating these terms may lead to a temporary or permanent suspension of your membership.

3. Temporary suspension

Community Impact: A serious violation of community standards, including sustained inappropriate behavior.

Consequence: A temporary suspension from any sort of interaction or public communication with the community for a specified period of time. No public or private interaction with the people involved, including unsolicited interaction with those enforcing the Code of Conduct, is allowed during this period. Violating these terms may lead to a permanent ban.



4. Permanent suspension

Community Impact: Demonstrating a pattern of violation of community standards, including sustained inappropriate behavior, harassment of an individual, or aggression toward or disparagement of classes of individuals.

Consequence: A permanent deletion of membership from any sort of public interaction within the community.

The following are not hard and fast rules, merely aids to the human judgment of our community. Use these guidelines to keep this a clean, well-lighted place for civilised public discourse.