



SUPPORT CENTER CONFLICT & CORE VALUES

Are you experiencing discomfort or a negative gut feeling concerning your group? Are there conflicts, or do you see behaviour that does not align with XR's core values?

PRINCIPLES & VALUES: read them [here](#).

Whether you are experiencing something distressing yourself or witnessing someone in an unsafe situation, the Support Center for conflict and core values is here for you. Do you recognize any of the following situations?

- You have been a victim of physical or verbal violence, or you have witnessed it, and as a result you are concerned about safety.
- You see gossiping, bullying, or intimidation in your group or during an action but don't know how to respond.
- A dispute arises in the group chat that is not resolved nonviolently, leading to people withdrawing.
- You experience subtle comments or behaviours that reflect racial, sexist, or other biases, but others do not take them seriously. This also applies to other forms of marginalization of oppressed groups in society.
- You feel that your contribution as a member of the LGBTQI+ community is not taken seriously, or you hear comments within the group that reflect a lack of respect for your community.
- During and around meetings, the same people tend to take (over) the initiative, dominate discussions, and exert influence in multiple places and ways to the extent no one dares to oppose them.

If you recognize yourself in any of these situations, or if you see other behaviours that go against XR's core values, the Support Center is ready to assist you or your group. We aim to help make the community inclusive and effective for everyone. Any situation that gives you a feeling of unease is worth discussing with us.

WHAT IS THE PURPOSE OF THE SUPPORT CENTER FOR CONFLICT & CORE VALUES?

We aim to be the first point of contact for rebels and groups with concerns about conflicts, collaboration issues, or behaviours that violate XR's core values. Various circles and groups within XR work together to raise awareness about these values and provide support when problems arise. The Support Center does not take over cases. The Support Center supports rebels in taking the right steps and finding a solution.



We offer:

- A first point of contact, guidance, and resources for individuals and groups to handle conflicts or inappropriate behaviour themselves.
- Support around awareness-building and promotion of XR's core values.
- Training sessions to help integrate these values more effectively.

An overview of training courses can be found [here](#).

HOW CAN YOU REACH US?

- **Signal:** [Signal Support Center](#)
- **Email:** steunpunt@extinctionrebellion.nl
- **Mattermost:** [5.3.4 Steunpunt Conflict en Kernwaarden](#)
Or search for 'Steunpunt conflict en kernwaarden' in Mattermost

You can choose to remain anonymous. Instructions on how to hide your phone number are available when you contact us.

Are you in immediate danger or concerned about someone's safety? Call 112 for emergency assistance or 113 for suicide prevention support and advice.

CONFIDENTIALITY

The members of the Support Center take your safety and privacy seriously. All conversations with us are confidential, and your personal information will not be shared without your consent. The Support Center members may anonymously discuss your case internally to make use of the various professional skills within the team. We are all trained in privacy protection and understand the critical role confidentiality plays in ensuring safety and the well-functioning of our movement.

Private information will only be shared if:

1. the rebel involved gives explicit consent, or
2. there is an imminent threat to the individual or others, lending to an ethical dilemma in which the Support Center members may need to break confidentiality for protection purposes.

MANDATE & COLLABORATION

The Support Center operates under the mandate of the national regenerative cultures circle. It is a collaboration of various national XR circles and groups, including therapists & psychologists, conciliation, trust persons, sociocracy and nonviolent communication (or NVC).

More information about these groups can be found [here](#).

You are not alone. Together, we create a safe and respectful movement.