



UNOLS is dedicated to creating a safe, inclusive, and welcoming environment of respect, accountability, and equitable access. UNOLS activity participants will refrain from all forms of discrimination, harassment, and bullying and this Council meeting will be conducted in accordance with the following ground rules:

- Everyone on each committee is valued and on equal footing.
- We will each model the behavior that we expect to see from others.
- Each of us will speak from our own experience and no one else's.
- We will give credit appropriately.
- We will practice respectful communication.
- We will respect and include all voices.
- Meeting facilitators will invite those who have not spoken to participate. They may share or decline to speak.
- We will not interrupt.
- We will focus on listening as well as speaking.