



TransMascSA Group Norms

1. Proactive Benevolence (unconditional positive regard for all participants and facilitators)
2. Respecting diversity (Acceptance and celebration of differences, as well as similarities)
Including, but not limited to:
 - Cultural backgrounds
 - Religious and spiritual beliefs
 - Gender and sexual identity
 - Physical appearance
 - Physical ability
 - Individual journey and lived experience
 - Mental health, illness and wellbeing
 - Education and employment
 - Personality differences (assertiveness/passivity, values & beliefs, opinions etc.)
 - People's boundaries and topics they do not wish to discuss (including respecting personal physical space)
3. Communication
 - Appropriate use of pronoun and/or name provided
 - Share ideas and allow for differences of opinion
 - Be respectful in all communication, be it in person or in online spaces
 - Try not to invalidate someone else's experience
 - Try not to make assumptions, instead ask questions
 - See statements as ongoing conversation (if you disagree with a statement, then it's the statement you disagree with and not the person)
 - Ask for clarity if you need to
 - Using positive forms of communication & positive feedback (no put downs etc.)
 - Openness and willingness to learn and potentially be challenged respectfully
 - Tap-in/Tap-out of conversation/discussion
 - Anyone can walk away from a discussion or conversation at any time without causing disruption and can also abstain from participating in any conversation
 - Anyone can leave the room or group at any time. (Facilitators may check in on you for safety)
 - Be aware of disclosure and privacy (including photographs and images)
 - Things disclosed in the group remain in the group
 - Confidentiality is very important (this means no public outing)
 - Asking peoples permission to interact with them in public spaces (including online)
 - Taking things at face value
 - If someone describes how they feel or what they are going through, then accept that experience
 - As individuals we can't decide what other people find offensive and we should be sensitive to peoples emotional wellbeing
 - Conflict resolution
 - Be open to learning
 - If you don't know something, it's okay to ask
 - Approaching a facilitator if any miscommunications or concerns arise

4. Respecting people's safety
 - Be aware of underage members and the legal ramifications, as well as members who may feel unsafe in certain settings (e.g. inviting members to venues where alcohol may be served)
 - No drugs or alcohol to be brought into the 57 Hyde Street building
 - The group is not a dating or pick-up space.
 - Ask consent before touching a person such as for a hug.

5. Respectful listening
 - Be patient
 - Allow all people to speak if they want to
 - One person speaking at a time

6. Bringing a support person to a meeting or event
 - It is expected anyone bringing a support person will attempt to prep them on the group norms and basic transgender etiquette.
 - You are responsible for this person over the meeting/event
 - If they are not a trans masc person and you are no longer attending a meeting/event, you will politely un-invite them.
 - Understand that if your guest is acting a manner that makes others uncomfortable and/or unsafe, members of the group and the group facilitators (if needed) may gently step in.

7. Facilitator responsibilities
 - Deal with issues as they arise in a respectful and non-judgemental manner.
 - Mediate any issues with members. This would take place outside of the group, and in private.
 - Make sure everyone is heard and to moderate the discussion to be inclusive and non-judgemental. If you feel that you aren't being heard, please approach a facilitator.
 - Organise events and to give as much notice to the participants as possible.
 - Clearly mark events as *secret* when posted in the Facebook 'secret' group.
 - To consider age and life experience of participants
 - Consider safety concerns (eg. participants concerns, attendance of allies/supporters, drug and alcohol use issues, mental health/illness, transportation concerns, age of participants, etc.)

These norms are not set in stone and are always open to negotiations and editing/adding to.

As agreed January, 2018.

TransMascSA acknowledges the Kurna People as the traditional custodians of the greater Adelaide Plains. TransMascSA respects and promotes the well-being and heritage of the Kurna People and wishes to walk together to promote a safe, healthy and happy future.