



## **Community Agreement**

The Documentary Association of Europe works for diverse professionals working with non-fiction storytelling inside and outside of Europe. The DAE Story Room is an intimate space conducted virtually on a regular basis for exchange and sharing between DAE filmmakers from around the world in the spirit of collectivity and mutual respect.

With this Community Agreement the DAE Story Room commits itself and expects each person participating in it to share an environment free from all forms of hostility, discrimination and oppression based on – but not limited to, race – ethnicity, language, class, age, ability, gender, sexual identity and/or orientation to best of its knowledge. Collectively, we strive to create a safer space for everyone involved, enhancing the ability to learn, contribute, connect and collaborate with each other.

**Any person joining the DAE Story Room, thus, agrees to this document.**

We understand that creating a safer environment is an ongoing and collective commitment. Thus, we commit to act responsibly and respectfully while communicating with others and expect all collaborators to do the same.

We therefore agree to share the space on the basis of the following

### **Principles**

#### **1. Inclusive Environment**

We value diversity and strive to create an inclusive environment where all individuals feel welcomed and respected regardless of their race, ethnicity, gender, sexual orientation, religion, age, or ability (knowing that there are hidden disabilities as well). We treat everyone equitably, understanding that treating everyone the same doesn't necessarily mean treating everyone fairly. Each person matters as an individual.

#### **2. Safety**

We are committed to maintaining a safe work environment for all participants. All incidents of discrimination, harassment and violence shall be reported to the hosts or a DAE staff member. Allegations are taken seriously and treated in a discrete, confidential and timely manner.

### 3. **Positionality & Privileges**

We work towards being aware of our own position and experience and how these shape our approach and how that might impact others. We will be open to the differing values, experiences and lifestyles that come with a vibrant screen industries community. We will not be afraid to ask questions or be critical, however, we will be aware of our own privileges when speaking about subjects that we don't have lived experience of and listen rather than speak on behalf of others.

### 4. **Boundaries**

We will be respectful and acknowledge that the personal boundaries of others may not be the same as our own. We want to call out prejudice or bias when we recognise it. If someone draws a boundary and calls you out on something, we want to meet that with a "thank you" rather than defensiveness.

### 5. **Language**

Remember that English might be the prime language in the Story Room session, but isn't a native language for most participants. We will be mindful of the appropriateness of language that some may find offensive.

### 6. **Safe Space**

We will center those who are personally affected by the subjects and make sure their voice counts in the room. We foster an open-minded environment to share the perspectives, thoughts and feelings on the projects, keeping in mind that some participants may not be comfortable with public speaking (yet).

### 7. **Positive Intention**

We will assume positive intention and speak from a caring space, while we will also not be afraid to ask questions if we don't understand something, while also acknowledging that words may have negative impact. We value everyone's speech and collective conversation.

This community agreement can evolve over time in dialogue together.

## **Procedures**

We take our responsibility as hosts by heart. Participating in any kind of verbal, physical or and other form of abuse will have consequences. These may include, but are not limited to, being asked to leave the DAE Story Room and/or be excluded from future events.

If you experience abuse or discrimination during the Session, please talk to the host directly to report it. We will treat any reports made with sensitivity. We promise to take complaints seriously, and be supportive and non-judgmental. We will handle your concerns with tact and discretion.

DAE comes to usher in a new generation and era of storytelling while protecting audiovisual heritage and respecting the contributions of those who came before. We value your attendance and your safety, we hope you find the session engaging and insightful.

To contact the host of each session, please use one of the following email addresses [storyroom@dae-europe.org](mailto:storyroom@dae-europe.org) (DAE Story Room) and [storyroomshorts@dae-europe.org](mailto:storyroomshorts@dae-europe.org) (DAE Story Room Shorts); or speak to a DAE staff member directly ([info@dae-europe.org](mailto:info@dae-europe.org)).

This Code of Conduct is inspired by the  
EQUITY & INCLUSION PATHWAYS SEMINAR  
conducted at Berlinale EFM 2023.

Berlin, April 2025