

# CHARTER (INTERNATIONAL PROJECT 2023 - PODGORICA) - FINAL VERSION

## CONDITIONS

- This charter proposition will be sent to the international coordination group and all local crews - also to the Montenegrin crew - for feedback (to be discussed/voted/changed).
- All participants will have to agree with the charter.
- The charter will be written in the booklet
- The charter is already ready before the start of the project.
- "Signing" charter
  - all participants must be able to receive and read the charter beforehand
  - On-site in Podgorica: print it, sign it, and hang it (symbolic)
  - If people don't respect the charter then the group or trust persons will decide upon a sanction (for example, exclusion)

## CHARTER

### Introduction

As a community we will create a new social cultural space in Podgorica. For 10 days we will work together, cook together, eat and drink together, sleep together, party together, ... This is a powerful and fun adventure, but with +100 participating people, it also requires organization and agreements. Everyone should be able to create and have fun in a safe environment. Below you find the values and principles that we like to apply during the international project in Podgorica.

### Charter/pact

We, as participants of the International project 2023 from the 21st of July till the 1st of august 2023 in Podgorica (Montenegro), agree:

- o That the goal of the project is: to create something, to leave something behind for the community of Podgorica
- o To create a long-standing international community network that will uphold our shared values and goals
- o That the project is DIY oriented: we share knowledge and empower each other through informal learning
- o To participate in the self-management of the project
- o To respect each other
- o To take on equal responsibility
- o To respect the daily schedules
- o To not promote negative/toxic behavior
- o To take care of the environment: avoid waste, re-use, recycle, and keep our environment clean

### Expected behavior

- o Be nice and have fun!
- o We participate in the self-management system of the project
- o We talk in English to include everyone
- o We listen to each other: we interact and participate calmly. We don't interrupt other people talking
- o We respect each other and respect boundaries
- o We are aware of cultural differences between the different crews
- o We should learn about each other's cultural differences and similarities
- o We are guests in Montenegro: respect local culture and dorm rules
- o We always listen to the hosting crew, they will be continuing the work on the project
- o We actively welcome locals and other curious people

- o We use non-violent communication (if you're having a disagreement, have a 15 min break and talk it over)
- o We make space for others, we let people talk without interrupting and ask questions later.
- o We treat everyone individually: some people like to sleep, some people like to drink, some people like to sing - be aware of individual needs
- o We respect each other's sleep
- o We agree on meeting rules and hand signs
- o We take care of each other
- o We take care of our individual and group health
- o We could say that after work is social time
- o We clean our rooms and common spaces during and especially when the project is over

#### **Unacceptable behavior**

- o We don't tolerate any -PHOBIAS AND -ISMS: no sexism, no racism, no agism, LGBTQIIA+-phobia, ...
- o We don't tolerate violence
- o We don't invade personal space
- o We don't harass people
- o We don't sexually harass people
- o We don't pressure people in situations they are not comfortable in
- o We don't create an alcohol culture: alcohol doesn't match with working, don't drink when using power tools
- o Using illegal substances on site and in the dorms will affect the future of this project, don't do it please

#### **Workspace/on-site expected responsibilities**

- o We share knowledge and empower each other through learning new skills
- o We respect the materials and the work of others
- o We pay attention to and acknowledge the work of others: remember that we are all working collectively for change
- o You agree to help at least once in the kitchen or as a driver
- o You agree to help in the build-up team (morning) or build-off team (evening) at least once (for more info check the booklet or ask others)
- o You clean and put back your working tools and batteries
- o We work on a safe and clean working space: don't leave working tools lying around
- o We eat vegetarian food
- o We don't waste food
- o You agree to wash your dishes
- o We bring our water bottles to avoid plastic bottles
- o We take care of the environment: we avoid waste, re-use, recycle, and keep the site and environment clean
- o Working to your capacity is cool. Don't burn yourself out!
- o Nobody is an expert: failing is okay
- o If needed, you can take a day off
- o We do a big clean-up on site when the project is over

#### **Perception of each other and the project**

- o Think about the perception: our behavior throughout the project will impact the perception of not only the local crew but also of the community living in Podgorica.
- o Respect the neighbors during the project.

**I, as a participant in the international project, consent to the principles and values written in the charter above.**

**(signature)**