



# CODE OF CONDUCT


## THE WAY WE PRESENT AND CONDUCT OURSELVES AS A COMMUNITY

Food Not Bombs Portland facilitates this space for all communities to participate in. We recognize that over the years, our servings have been reported as feeling unsafe for womyn, elders, members of the BIPOC and LGBTQA+ communities and many others. We can do better! As with all FNB chapters, we strive for community decision-making with no formal hierarchy, and have compiled this list of general guidelines, based on various community input & feedback.

Everyone should have access to quality food, which is why we encourage individual and community accountability in making this a safe space for all:

- **Treat everyone with dignity, respect and a welcoming attitude**
- **Be mindful of others' time/abilities/accessibilities and keep line moving**
  - Have longer discussions later
  - Offer to let older/less-abled folks to the front of the line (if they want to)
  - Consider weather conditions – will people want to be standing out in hot, cold, rainy, etc weather?
- **Do not attend a FNB serving when you are under the influence of alcohol or drugs**
  - Buckman Elementary School and FNB are a drug and alcohol-free space
- **Do not touch anyone without their explicit consent. Some people are triggered by any unwanted touch – don't assume you have access to someone else's body.**
- **Bigoted attitudes will not be tolerated, these include but are not limited to: racism, sexism, LGBTQA+ phobia, ableism, ageism, sizeism, antisemitism, white supremacy, classism**
- **Respect someone's choice to disengage from conversations or encounters if they request such. "No" is a complete sentence. You are not owed a further explanation.**
- **Be mindful of the questions and conversations you are having and how they may impact the different people in the community – your experience is not everyone's experience, be curious about differences and don't force your opinions**
- **Each person should not be judged or shamed based on their personal diets, lifestyle choices and/or identities – the items people receive at our servings may be their only access to food, thus they may not have the privilege or choice**

- **Ask before trauma dumping – venting, ranting, sharing difficult experiences, seeking emotional support: should only be done with explicit consent, received in advance.**
  - For example, “Can I share about a hard experience I had this week? The story has some violence.”
- **Respect people’s stated gender pronouns in their presence and when they are not there.**
- **Respect people’s space: ask if you can sit next to them, don’t corral them, don’t sit or stand too close to them.**
- **Try to refrain from spreading rumors and/or gossip about other community members’ life, affairs, business, etc.**
  - Respect a person’s private information and don’t share with others without explicit consent to do so
  - If a situation is affecting you directly, then talk to the person/people involved, as needed. We want people to be able to trust each other in this space, as well as feel safe and welcome.
- **“Read the room” – if someone looks uneasy, uncomfortable, annoyed, etc please take note and give them space. You do not need to wait for someone to set a boundary to know they are feeling uncomfortable – just pay attention!**

free food  
for all 

## CONFLICTS & DISAGREEMENTS

FNB invites people from all backgrounds – there are going to be a lot of varying opinions and it’s okay if you don’t agree with someone. If you do find that a conversation/person is making you or others uncomfortable:

- **Try to have a conversation in the moment and request boundaries - clearly state to the person what you want and then if they continue to cross that boundary, tell them you need to disengage.**
- **If a disagreement/conversation leads to dysregulation/escalation, ask for community help and/or take yourself out of the conversation**
  - For example, “I need to take a break from this conversation.” or “I am unable to talk about this right now and need to step away”
  - Communicate what you need to do to take yourself out of the situation, rather than tell the other person what they need to do

**- Practice voicing your concerns with people as incidents happen - remember to use "I" statements and remain calm**

- For example, "Hey, I actually feel really uncomfortable when people use that kind of language. Can we talk about that?" or "I really don't like when people use that word because it makes me feel \_\_\_\_\_"

**- Volunteers are here to be present in community, as well as contribute. When asking for help/attention/conversation from a volunteer, please wait for consent from the person you are trying to engage with**

- For example, "Can I talk with you about a situation that is happening or is there a better time to talk?"

## **VOLUNTEERS (meal preppers, servers, pick-up, bottom liners)**

**- Welcome all people and answer any questions they may have - consider newcomers' first impression of FNB in Portland**

**- Volunteers can get first pick of produce/tofu/bread, as well as can go through served meal first**

- Show integrity: when taking the first pick/potluck meal, don't take more than your fair share of items, particularly a "higher value" item. Volunteer meal preppers (aka anyone that wants to bring meals to the potluck) may sometimes take more ingredients for FNB Saturday meal servings. You are accountable for yourself and your ethics!

**- Leave no trace - when you bring something to share, remember to take home any containers/pots/pans/utensils/clothes you bring. Please communicate with other volunteers if you are unable to take your items.**

**- Consult with other volunteers before making major decisions that will affect the community, whenever possible**

Be kind to each other <3

