

Ecumenic Creative Operations



<https://ecumenic.github.io>

Code Of Conduct

<https://github.com/ecumenic/project/blob/master/>

1. Summary:

Through the assembly of laic and faith-inspired global standards compliance charters (<https://bit.ly/ecumenic-compliance>) we developed our faith-based entrepreneurial principles (2) from which we envisioned our mission (3) and its necessary laicity compliances (4) and faith-inspired conduction procedures (5). These base our institutional design (6), its expected conducts (7), unacceptable behaviours (8), and this code enforcement procedures (9). From this entrepreneurial agenda we develop our in-field collaborations policies (10) to structure our contributions guidelines (<https://bit.ly/ecumenic-collaboration>) and contract model (<https://bit.ly/ecumenic-contract>).

2. Enterprise Principles:

- ◇ **Faith-Inspiration** as loving God above all. And loving each other as we can to make it good to be good optimizing thoughts, words, and actions.
- ◇ **God** as The Utmost Perfection that drives us to compassionate peacebuilding optimizing through ethics virtues nourishment worshipful works to God.
- ◇ **Ecumenity** as a laic-compliant glocal unifying interfaith-inspired crosscultural ethic transreligiosity nourishment of God created common house.
- ◇ **Dignified Creativity** as a collaborative respectful welfare cultural technologies sustainable economy sociopsychologic nourishment operations.
- ◇ **Scientific Developerability** as a rule-of-law dignified diversity networked ecomuseologic curatorial historiologic educative aesthetic method.
- ◇ **Laic-Compliance** as a compassionate gift given by God for planetary transhuman anthropic interfaith-basement solidarity cultural developerability.
- ◇ **Peacebuilding Development Goals** as a faithful dignified inclusive work of welfare production operations nourishing dignified world communion.
- ◇ **Cultural Heritage Safeguard** as a scientific methodologic compliant environmental and economically solidary sustainable ecologic preservation.
- ◇ **Healthy Fair-Trade Collaborativity** as a managed-risk educational creative industry enterprise ethic conduct based on glocal business standards.
- ◇ **Reliability Engineering** as a legislated data-analytic accountable technologically benchmarked jurisprudential responsible transparent efficiency.
- ◇ **Environmental Regenerativity** as an ecologic interfaith-inspired crosscultural nourishment of glocal euthenic sustainable culture chain economy.
- ◇ **Museologic Enterprise Ethics** detailed on our code of conduct, license agreement, contributing guidelines, business contracts, museologic plan, creativity research, and statute as available on our website (<https://ecumenic.github.io>) and repository (<https://github.com/ecumenic/project>).

3. Enterprise Mission:

Guided and established in the ideals of our principles, aiming at the integral development and well-being of the every sentient being, we aim at:

- ◇ **Rule-Of-Law Governance:** With utmost respect to applicable local laws, regulations, and ethical enforcement in each of the markets in which we operate. All collaborators are expected to adhere to constitution, legislation, and partner institutional regulations and ethical standards when working with us.
- ◇ **Peacebuilding Anti-Harassment Commitment:** We believe in consented relations under respect regardless of religion (or lack thereof), life history, physical appearance, family situation, genre, healthy artistic style, gender identity or expression, marital status, sex, sexual orientation, mother tongue, age, educational background, capacity, deficiency, race and(or) ethnicity, nationality, socioeconomic condition, authoritative hierarchy, geographic location, or any other dimension of diversity.
- ◇ **Laic-Compliant Interfaith-Basement:** We are committed to the preservation of interfaith-based ethic laicity compliance and promotion zealing for dignified diversity inclusivity through global rule-of-law chartered standards of conduct.
- ◇ **Crosscultural Faith-Inspiration Research:** The study of what defines a faithful spiritual creativity, and a healthy institutional religiosity, in particular contexts as well as which of them represent a particular culture best is part of our ongoing aims and a vital part of what we have to offer the global educative institutions, partners, the world cultural museologic heritage safeguard network, and the communities that we work with.
- ◇ **Craft And Preservation:** Compassionate peacebuilding regenerative laic-compliant interfaith-based scientific-methodologic solidary charitable data-analytic semiotic-educational cultural-philosophical artistic holistically healthy activities, processes, and products.
- ◇ **Educational Promotion:** Dignified goodwill ecologic sustainability, ethical and historical awareness, civic formation, diversity inclusion, assistance of those in need, opportunities equality, and interfaith-based heritage safeguard of humanity.
- ◇ **Collaborative Development:** Open-source excellence multimedia artworks with free-libre methodologies and ethic technologies for the flourishing of ecosystemic social justice through creative industry valuing.
- ◇ **Accountable Scalability:** Through the most advanced research, aesthetic, production, administrative, pedagogic, and reliability engineering techniques available of management responsibility through auditorship ensuring our global standards compliance as an essential element of our good corporate multi-level governance.

4. Ethic Compliance:

- ◇ **Ecologic Sustainability:** Upcycling of practices and materials optimum usage.
- ◇ **Freedom Of Speech:** Legal cultural creative production freedom.
- ◇ **Crossculturality:** Laic and faith-inspired practices data-science method.
- ◇ **Laic Compliancy:** Interfaith-based solidary developerability nourishment.
- ◇ **Ecomuseologic Organization:** Modular flexible administrative methodology.
- ◇ **Glocal Integration:** Peacebuilding culture ethics creative industry promotion.
- ◇ **Regional Publicity:** Economy enhancement via dignified cultural production.
- ◇ **Labour Market Valuing:** Fair-trade contracting and multipliers formation.
- ◇ **Humanitarian Inclusion:** Respectful diversity fostering of social identities.
- ◇ **Cultural Heritage Ecotourism:** Ecosystem chain valuing through education.
- ◇ **Community Gathering:** Verified local partners open collective solutions.
- ◇ **Open-Source Fostering:** Consented productions scheduled media plan.
- ◇ **Honest Marketing Advertising:** Sponsors and supporters ethic analysis.
- ◇ **Crosscultural Exchange:** Outside viewpoint creativity codevelopment.
- ◇ **Access Inclusion:** Open regenerative knowledge and cultural assets.
- ◇ **Accountable Revision:** Enhanceable documented processual reviewing.
- ◇ **Ethic Fine-Arts Production:** Transcultural interfaces respectful promotion.

5. Interfaith Minimum Standards:

- ◇ Be the best you can for God's loving perfection.
- ◇ Do the healthy right thing for God's compassion.
- ◇ Be inspired to solve problems by God's peace.
- ◇ Respect nature as a masterpiece of God's beauty.
- ◇ Be honestly sincere for God's truthfulness.
- ◇ Use our time and gifts given by God wisely.
- ◇ Be temperately discerning by God's mercy.
- ◇ Commit to dignified diversity for God's compassion.
- ◇ Be humble, dress and behave in God's modesty.
- ◇ Honour your obligations and duties for God's work.
- ◇ Be responsive in communications for God's polity.
- ◇ Consecrate thoughts and actions to God's worship.
- ◇ We fail but may fix our errors for God's empathy.
- ◇ Refrain from impious conduct after God's ethics.

6. Institutional Design:

- ◇ **Entrepreneurial Measures Procedures:** Priorities management, solution seeking meeting, shared systems monitoring, enterprise position notification, solutive measures actions, risk management improvement, processes optimization, automation & authorizations, projective engineering.
- ◇ **Third-Party Liability:** In order to keep our free open-source consultancy instances we currently hold no official forking support nor hold official ties to any specific religious denomination, otherwise stated.
- ◇ **Minimum Resources Waste:** We avoid the waste of energy and materials through the usage of upcycle of hardware and procedures in ecologic sustainable regenerative ways.
- ◇ **Vegetarian Diet:** To avoid animal suffering we only serve vegetarian meals in our projects.
- ◇ **Open-Source Non-Piracy Software:** We coherently use open-source free-libre applications to develop our projects.
- ◇ **Data Verification:** We use Wikipedia (<https://en.wikipedia.org>) articles to sustain arguments, verify productions, keep methodologic materials up-to-date, and share discoveries with the global community.
- ◇ **Color Palette:** Our enterprise use greyscale palette to express respectful peacebuilding neutrality facing different ideologies in the symbolic ecosystem because we believe God's light has every hue and brightness in the same love. It also makes our institutional design accessible to colorblind people.
- ◇ **Typography:** We use Ubuntu Condensed & Day Roman Open Fonts Families.
- ◇ **Logos:** Our logos were assembled as mere artworks through a collage tribute to the humanitarian movement. It or any other in our projects in no way claim connection to these organizations. Please regard this when exhibiting them, for we try to whenever possible clarify the purpose of this resemblance and seek to bring as much awareness to these global movements in real need of your help now through this creativity symbol as based on interfaith-inspired laic-compliant assistance Geneva Protocol III (https://en.wikipedia.org/wiki/Protocol_III) losange, the UNESCO (<https://en.wikipedia.org/wiki/UNESCO>) Roerich Peace Culture Pact (https://en.wikipedia.org/wiki/Roerich_Pact) in the line circle with three filled smaller ones in it, and the peacebuilding conflict-resolutions of the United Nations (https://en.wikipedia.org/wiki/United_Nations) in the olive branch, the ILO geer, etc.
- ◇ **Iconography:** We use round bold flat icons from The Noun Project and other projects.
- ◇ **Discrete Dress Code:** To value and promote respectful faith-based communities through the variable difficulties of surrounding site-specificities and to cherish the utmost dignity of their charitable works we expect our collaborators to dress appropriately in business attire whenever in duty, at least. Because our work environment includes temples, and religious leaderships are part of our clientele, professional business attire & customs are essential for our entrepreneurial reputation. If the formality of our business attire discomfort clients or customers showing our care for their communitary production, please contact us.
- ◇ **In-Field Uniform:** To distinguish our team during productions we use white long-sleeved shirts, black pants and long skirts bellow the sheen, also black shoes and belts, black and white accessories, no makeup or unnecessary adornments but a identification badge.

7. Expected Conduct:

- ◇ **Rule-Of-Law Dignified Posture:** We respect local laws and fosters an ethic healthy lifestyle standard though our own lives as exemplary models for the causes we defend. By combining your actions with your words, you become a person that others want to follow. Design your community for inclusion. Be responsible and take responsibility for inclusive behaviors. Make decisions based on the best possible contribution.
- ◇ **Respectful Relations:** Be considerate, collaborative, ask when unsure, share leadership. Be gentle in all interactions and communications. Be aware of the impact of your actions and how this may affect people. Refer to people in the way they prefer (including pronouns) and in appropriate tone.
- ◇ **Psychological Safety:** Team effort to assure no one will be embarrassed, rejected, or punished for speaking up.
- ◇ **Non-Violent Compassionate Listening:** Summarize what was understood and agreed. Avoid assumptions, confirm as fast as possible. Always seek conflict resolution.
- ◇ **Open-Culture Mindset:** Share knowledge, cross train, coach, help. Think about how you can facilitate alternative ways of contribution and(or) participation. Nourish our overall ecosystem and contribute as possible to our infrastructures and platforms.
- ◇ **Transparent Polite Communication:** We use respectful polite colloquial language in open and honest, relevant, and timely as agreed with the various stakeholders. Asking for and offering help.
- ◇ **Inclusive Dialogue:** Get to know your neighbors and be open for dialogue and approachable, not closing the door or hiding behind. The goal is not to "win" every divergence or argument. It is more productive to be open to ideas that enhance our own knowledge. Strive to be an example of inclusive thinking. "we win" when different perspectives enrich and strengthen our lives.
- ◇ **Crosscultural Dignification:** It is unrealistic to expect everyone to know the cultural practices of all ethnic groups, but everyone must recognize that one's culture is only part of one's relations.
- ◇ **Multiplicity Representation:** The multiplicity of points of view and of people stimulates innovation and increases knowledge, even if it is not always comfortable. Help the new prospects to be heard.
- ◇ **Assertiveness Responsabilization:** Be direct, constructive and positive. Take responsibility for the repercussion of your acts and your mistakes.
- ◇ **Schedule:** To perpetrate a calm working environment try to keep in sync with the company staff scheduling your collaborations. Comply to clear agenda and purpose of meetings avoiding wasting time.
- ◇ **Shared Goals:** Understanding strategic portfolio and how we contribute to common goals and prioritize accordingly for both value creation (features and benefits) and problems solving.
- ◇ **Proactive Roles:** Respect team members in their turns in facilitating processes and act accordingly when your turn comes up. Empower each role responsibilities assuring their achievement.
- ◇ **Feedback:** Immediate fact based asking for and giving constructive feedback related to agreed behaviors and responsibilities swarming to solve any impediment or constraint. Individual and team coach. Understandment, because solving problems is not improved by blaming people.
- ◇ **Agreements Fulfillment:** Confront people to understand why agreement not met and what can be done about it in the future. Try to keep agreements written for any possible further conflicting priorities or lack of understanding.
- ◇ **In-Field Respectfulness:** Site-specific local-humanitarian -leadership empowerment must be always taken into account to the due proactive prudent information gathering to ensure the best immediate action.
- ◇ **Intimate Relationships:** We accept only peaceful respectful equal consensual romantic relationships and sexual relations. If you start dating a colleague, we expect you to maintain professionalism and keep personal discussions outside of our workplace. You are also obliged to respect your colleagues who date each other. We won't tolerate sexual jokes, malicious gossip and improper comments. To avoid accusations of favoritism, abuse of authority and sexual harassment, supervisors must not date their direct reports.
- ◇ **Limit Work-In-Process:** Finish processes as often as possible stablishing milestones of improvement.
- ◇ **Social Media:** Ensure others know that your personal account or statements don't represent our project. For example, use a disclaimer such as "opinions are my own." Also avoid speaking on matters outside your field of expertise when possible.
- ◇ **Rejoicement:** Modestly celebration of successes. Product owner shared results including customer feedback. Team complements each other.

8. Unacceptable Behaviours:

- ◇ **Violence Or Threats Of Violence:** Violence and threats of violence are not acceptable, either online or offline. This includes incitement to hostility against any individual, including encouraging self-harm. This also involves posting or threatening to post other people's personally identifiable information (doxxing).
- ◇ **Inappropriate Sexual Contact Or Sexual Advances:** Unwanted sexual advances and physical contact are not acceptable. That includes: Sexist, macho, homophobic, transphobic, racist or any other offensive jokes; sexualized and(or) offensive images and comments on interactions, communications, or presentation materials; inappropriate touches, as well as sexual advances, touch a person without permission, including sensitive areas such as hair, the belly of pregnant women, tattoos, mobility device (wheelchair, walking sticks, prosthetics, etc.); block a person physically or intimidate; physical contact or simulated physical contact (eg, messages, emails ... with sexual innuendo and(or) offensive); sharing and distribution of sexualized and (or) offensive images / text.
- ◇ **Personal Attacks:** Conflicts inevitably arise, but dissatisfaction should never turn into a personal attack. It is not appropriate to insult, humiliate or belittle others. Attacking someone for their opinions, beliefs and ideas is not admissible. It is important to speak directly when we disagree. However, these discussions need to be conducted in a respectful and professional manner, with a focus on the issue at hand.
- ◇ **Framing Or Blackmailing:** Intentional efforts to exclude persons from activities, including through false reporting, is an inadmissible act. Appropriate measures will be taken to remedy this situation. False denunciations, especially to retaliate or exclude, will not be accepted or tolerated. Any retaliation against anyone who reports or participates in an investigation of a possible violation of our code of conduct, policies, or the law is also forbidden.
- ◇ **Psychoactive Substances:** We do not accept the usage of any psychoactive substance, legal or illegal, in the premises of our projects without previous authorization for legal substances religious use.
- ◇ **Harmful, Derogatory Or Offensive Language:** Avoid cursing and using non-explained slangs including subtle and(or) indirect discrimination.
- ◇ **Discomforting Or Incitement:** The constant interruption in events, forums, lectures, courses, presentations, etc., will not be tolerated. This includes: Cut the speaker's speech or interrupt it for provocation, inconvenient behavior, pressure others to inconvenient behaviors, any form of coercion, mockery, causing hostility. We will treat the acts that influence or guide these activities in the same way that we treat the activities themselves, and the same consequences will be applied.
- ◇ **Proselytizing:** For obvious reasons, we do not accept any form of impositive proselytizing, but incentive polite conversations on religious differences.

9. Code Of Conduct Enforcement:

- ◇ **Conflict Resolution:** We use our collaboration guidelines (<https://bit.ly/ecumenic-collaboration>) as our ethic compass for conflict situation communitary resolution seeking as fast as possible.
- ◇ **Report Abuse:** We do not accept any form of harassment or disrespect. If you observe violations of these guidelines, even if the situation is not happening to you, or if you believe you have been unfairly accused of violating these instructions, immediately contact someone from the event organization to have them properly solved.
- ◇ **Code-Of-Conduct Respect:** When prompted to stop an unaccepted behaviour, stop immediately.
- ◇ **Equality Of Liability:** Our regulaments work for everyone in it including those with decision-making authority, responsible for events and sponsors, are subject to our code of conduct, therefore to its consequences.
- ◇ **Cases Democratic Decision:** We shall terminate the offender participation from our project as well as our social networks and partners being subject to negative evaluations and the due legal measures. By violating our rules on one of our events you may be required to leave it, either online or in person immediately, temporarily or be permanently banned from participating in any of our future activities.
- ◇ **Security Resource To Law:** Depending on the gravity of the contravention we shall resort to institutional instances, and(or) glocal constitutional legislative juridic resources available, including international policial forces.

10. In-Field Collaborations:

- ◇ **Compassionate Peacebuilding:** We interact with communities under this laic-compliant interfaith-based humanitarian educative artistic enterprise code of conduct in its entirety and request partner institutions to protect, safeguard, and incentive it to our collaborators in our work when developing with us.
- ◇ **Budgeted Contractuality:** We operate through a previous consensual collaboratively crafted agreement approved by partners and(or) hosting institution, for which we provide collaboration guidelines (<https://bit.ly/ecumenic-collaboration>) and a contract model (<https://bit.ly/ecumenic-contract>).
- ◇ **Copyright:** Our usage of third-party media follow local legislation. Our own productions follow our license agreement (<https://bit.ly/ecumenic-license>).
- ◇ **Biases And Privileges Recognition:** We always admit our sociopsychologic position, presenting our principles, guidelines, and documentation (<https://github.com/ecumenic/project>) in projects displaying the powers that shape how a community is portrayed. These is of special value in certain communities such as those that do not speak our language, those of different economic status, and those whose beliefs differ from or even clash with our own. In each situation, we do our best to acknowledge and ameliorate these factors.
- ◇ **Privacy Consentment:** Our process for obtaining permission to records and materials varies by community and situation. In small communal settings, we directly ask people for permission to record, also informing them about the scope of our project and potential uses of our recorded material. In larger communal settings, we ask a community leader to provide a similar introduction to all those present. In public settings, such as demonstrations or fairs, where it is often impractical to obtain everyone's permission, we endeavor to make our presence known. We do not record stealthily, and we carry our recorders openly. We try to avoid recording individual conversations or identifiable persons without first obtaining permission. All of our collaborators hand out printed documents to explain our project, license, compliance, and conduct code, allowing community members to make an informed choice about whether or not they would like to participate. Whenever possible, we distribute informational postcards about the project, which includes our contact information for questions and concerns. In all situations, anyone who does not wish to participate in our project has the opportunity to alert us, and we will avoid recording them in an identifiable way.
- ◇ **Responsibility Liability:** Our creations are based on our ecomuseologic curatorial program and does not aim in questioning or changing the partner institution guidelines or policies, but merely presenting the results of our creative collaboration with the community. Understanding our responsibility and that of partner institutions in this process we ask them for ongoing monitoring of our process in the foster our freedom of speech under our entrepreneurial guidelines lens.
- ◇ **Expert Consultancy & Auditorship:** When we don't know how to do it we won't, but may connect you to a specialist. When we don't understand the language spoken, we collaborate with someone who does. When we encounter groups whose ideologies seem offensive to us, we set third-party intermediation compassionate listening to all sides of the situation rather than judge or challenge them.
- ◇ **Site-Specificity:** We heed to healthy peaceful compassionate cultural norms and expectations, but are free to deny coopting to any policy that is against our code of conduct. If at any point in our relationship with a community the members wish to end the collaboration or decline further participation, we will honor those wishes, producing an artwork based on this denial respectfully.
- ◇ **Community Selection:** We choose specific faith-inspired practices and communities based on our analysis of glocal necessities (such as ecoforestry development ministries) in the moment of project's execution with our partner institutions, the availability and interfaith openness.
- ◇ **Non-Representativity:** We recognize that the decision to create with a certain religious communities is never value-free nor make us its representative.
- ◇ **Neutrality:** Every time we make a selection, we run the risk of implying the legitimacy or importance of some religious groups over others. With this in mind we make a conscious effort to produce work of both breadth and depth taking an expansive approach to faith-inspiration, spirituality, and religiosity, seeking to embrace diverse examples of local faith-inspired actions enacted by people of multiple ideologies, traditions, genders, ethnicities, languages, and nationalities. We also look and listen beyond the most accessible communities those that speak our same language or those whose beliefs are most familiar.

- ◇ **Curatorial Limitations:** We have many inherent limitations to our in-field work, including geographic constraints, staff size, and the unpredictable amenability of communities. We do not claim that our productions are in any way journalistic nor representative of all or even most faith-inspired creativity in the communities with which we collaborate.
- ◇ **Meetings Discipline:** Our meetings guests are asked to wear properly in respectful formal creative clothing avoiding indiscreet and unseemly clothes.
- ◇ **Creative Collaborativity:** Community members often have their own perceptions of which actions are creative, as well as preferences for how these are to be documented and represented. We often rely on community members' descriptions of their meaning for their own religious group leaving space for outer contradictory views and our commentaries on the situations with further creations.
- ◇ **Faith-Inspiration Research:** Decisions on what constitutes a faith-inspired creation, and consequently, what is important for our collaborations to look like, or what to record in a given community are decided transparently and democratically. Some of our most valuable insights have arisen from unexpected or non-traditional religious practices, such as the chatter of temple members as they prepare a meal together, or the way children make small houses for birds in the woods. The collaborative research of these site-specificities is one of our core missions in the world heritage safeguard.
- ◇ **Continuous Followup:** On more than one occasion we have returned to communities for a second process when the members have requested that we included additional aspects from their community faith-basement that they felt would more aptly represent their group on a publicly accessible contemporary artwork.
- ◇ **Cross-Cultural Dignification:** We honour compassionate peacebuilding ethic community sensitivity and respectful laic-compliant interfaith cultural dialogue with our own critical, interpretive semiotic framework. We recognize that our choices imply certain value judgments, which we try to maintain as transparent as possible during the process, and we strive to incorporate every possible perspectives on the scenario, improving it, whenever possible.
- ◇ **Media Remix:** Our work centers on an interactive process of faith-inspired artworks crafting through collaborative theoretical lectures and practical workshops. Another significant feature of the project is our selection of curated exhibits and interpretative collages, each made by digitally combining segments from original processes and materials. Edition and combinations of samples and creations is necessary to our work, as it allows us to call attention to devotional patterns, relationships, and points of import that might otherwise go unnoticed. This way we do not offer official support for traditions transformations by parts of the community, but may at best develop an impartial documentary process. On the occasions when we creatively combine materials into collages, the resulting pieces are clearly noted as such (i.e. our logo). Lastly, when any edited material is potentially problematic, we consult with community members in the presence of a neutral third-party referee.
- ◇ **Documentary Impartiality:** When working in documentary processes we try to remain as transparent, open, and impartial as possible keeping materials as true as possible to original content or pedagogically making the transformation noticeable. We ask our partners institutions to help us in keeping this guideline and always seek third-party auditorship to enforce it.
- ◇ **Open-Source Documentation:** Whenever possible we propose the creation and maintainance by the community of a comprehensive archive database of original, unedited documentary recordings, to which visitors may request access in order to understand our collaboration process and its initial context relating to the community faith-inspiration and its relevance to future research. For this our media samples are accompanied by details of time and location, explanatory writing derived from the in-field research notes, and often, by photographs of original events and practices unless the partner institution asks explicitly.
- ◇ **Fair-Trade & Share-Holding:** We work with accountable auditable transparent fair-trade share-holding amongst all involved agents to nourish prosperity with all collaborators and the whole environment.
- ◇ **Development Multiplication:** We incentive communities to start or improve their own independent ecomuseologic projects and multiply development initiatives.
- ◇ **Ecomuseology Methodology:** Our artsraft instructional pedagogy is based on our global standards charters (<https://bit.ly/ecumenic-compliance>), our Ecumenic Ecosystem trends indicators report (<https://bit.ly/ecumenic-ecosystem>), our Ecumenic Ecomuseology program (<https://bit.ly/ecumenic-ecomuseology>), and our Ecumenic Ecocreativity research (<https://bit.ly/ecumenic-ecocreativity>).