

## Community Online Engagement Guidelines

We affirm that we are a Friends community, grounded in our core values of respect, trust, and integrity, committing us to behave and interact honestly and respectfully with one another in all our affairs when meeting in person and online and refrain from committing plagiarism or cheating on assignments and assessments. We recognize that we are here to learn and grow and that it is acceptable to make mistakes, but it is not acceptable to cheat.

- We seek to create a sense of consistency, comfort, and security for all members of the community regardless of the learning space (in-person and/or online engagement).
- We commit to spending a few brief moments of silence at the beginning of each class or meeting. Three deep breaths can help us center, individually, and connect, collectively.
- We will create opportunities for individual and/or group reflection during in-person meetings and during online engagement, for we understand that each of us might be experiencing the pandemic and the novelty of online education in different and at times challenging ways.
- We will always assume positive intent when we engage with one another. Online engagement sometimes includes the need to process statements, emails, or messages more quickly than we are accustomed. Assuming the best in one another will go a long way to help create safe and brave spaces for engagement.
- We will start and end our classes and or meetings on time out of respect for one another.
- We will keep cameras on: At George School, “face to face” conversations are essential. We laugh with one another, listen to one another, learn from one another, challenge one another, see one another, and hear one another during in-person meetings and online experiences.
  - We will consider the connection to equity when asking or requiring community members to have cameras on.
  - For ultimate equity, every member of the community will have the opportunity to choose from a few George School themed backgrounds.
  - Turning off video cameras briefly is understood if someone feels that it is important and necessary in a specific moment and/or space.
  - If for some short-term reason, you feel that your camera needs to be turned off, please have a conversation with your teacher or meeting leader.
  - If you will consistently need your camera turned off, please contact Rachel Agosto at [ragosto@georgeschool.org](mailto:ragosto@georgeschool.org) to engage in a conversation.
  - As a Quaker School, and in accordance with our *Community Handbook*, any offensive background image with inappropriate words or messages suggestive of hate or hate crimes will not be permitted and will lead to a conversation with a Dean and our Director of Diversity, Equity, and Inclusion.
- We will not record one another’s images without permission, nor will we share any permitted recordings without the consent of the person or people whose images are being recorded. In classes, teachers will alert students when a class is being recorded.

- We will follow George School standards of dress for both in-person meetings and online. If a student is not following the George School standards of dress, an adult will have a conversation with the student.
  - We acknowledge that there are impactful and potentially harmful and negative personal and cultural implications around speaking about the appearance of each another (whether in person or online), therefore, we commit to not mentioning anything about a person's identity expression through appearance or dress during in-person meetings or online experiences or afterwards.
  - As a Quaker School, and in accordance with our *Community Handbook*, any clothing that may have offensive or inappropriate words, images, or messages will not be permitted and will lead to a conversation with a Dean and our Director of Diversity, Equity, and Inclusion.
- As we create a safe and equitable learning environment for all, we will offer alternatives for printing and using items from home to ensure that every member of the community has access to necessary items for all graded and non-graded projects.
- We will honor one another's human and civil rights and do not tolerate any conduct of behavior (verbal, nonverbal, or written) that is threatening, harassing, intimidating, discriminatory, or hostile based on a person's identity or group affiliation, including (but not limited to) race, age, disability, status, gender, gender identity/expression, national origin, sexual orientation, or religion. We do not accept emotional harassment, hazing, shaming, slurs, microaggressions, and or physical harm.
  - We incorporate inclusivity into in-person meetings and online experiences by asking one another preferred names and pronouns. If we make mistakes during our work together, we are open to learning and growing to be better.
- Above all, we want George School to be a safe space and home for all of us: students, faculty, and staff. To that end, we will be proactive in ensuring that each of us has a support system in place. If any member of the community does not feel healthy, safe, or a sense of belonging, we will lean on each other and seek support from our advisors, coaches, faculty members, staff members, department heads, colleagues, peers, and friends for support.