

KINDNESS CLAUSE

- a) Members will use their best endeavours to ensure they will not either intentionally or unintentionally exclude members from conversations, at gatherings online groups or at social events. Members will always be aware of those who may be on the outer or social fringe. Our members will be compelled to not just notice but to act ensuring all WKM members and visitors are welcomed in with a warm smile hello providing a secure sense of belonging. We will always be alert and on-guard to ensure politics never has a part to play in our organisation and that we will be transparent in all our matters and dealings. Conversations behind closed doors will only ever be undertaken with the best of intent and as a step to seek council.
- b) Should any dispute or disagreement arise between members, our management, staff, executive members or any WKM stakeholder, parties in question must exhaust all options to resolve the differences amicably and directly in a safe environment created through seeking the kinder option of compromise, we will remind each other of kindness clause of the WKM constitution which supports members to address the issue rather than the person and find patience and clarity, as what is often lost in translation can be found through conversations in kindness.
- c) Finding the courage to choose the kinder option in all decision making processes ensures we remain focused on our greater purpose.

To this end, Members will endeavour to not vent their frustrations, project blame and criticism or make defamatory remarks either verbally or through expression. (eg; smirks, hand gestures and or eye rolling) which may be perceived to malign an individual in an attempt to discredit either online, in public places, at meetings, amongst third parties or at social gatherings, especially in the event the party in question is absent or out of line of sight. WKM members will demonstrate patience and understanding not allowing small issues to jeopardise relationships and sabotage the collaboration of our collective campaign for a kinder world. When we find ourselves feeling frustrated, tired or annoyed we will look within taking a deep breath before we address any concerns with honesty tempered with compassion.

d) ESCALATING PROCESS FOR MEDIATION

Members who may find it intimidating to resolve their issues by dealing directly with a person, then they are able to seek assistance and guidance to resolve a dispute having earnestly sought to adhere to article the aforementioned a) b) & c) of Kindness Clause. Members can request the General Secretary and or select a support person to assist in a mediation process either over a coffee/tea or through an online conference or Skype call. Members can take comfort in the thought that there is no judgement for coming forward to raise issues whether it be with an individual or with the organisation no matter how uncomfortable the subject matter.

e) All members have a responsibility to ensure they support members who find themselves conflicted to remind them with gentle persuasion to be the best they can be. If the matter in question cannot be resolved and the difference of opinion is just that, then parties agree to disagree without harbouring any ill-will or resentment to another but rather maintaining respect and best practice with our communication choosing to play the ball rather than the person.

f) If any member who feels that they may have not had their issue addressed fully, fairly and in a timely manner following items d) & e) of Kindness Clause they can present their concerns to the International Council for consideration and deliberation in order to arrive at an appropriate amicable resolution.