



The Brojo Code of Conduct

The following are a set of guidelines of the behaviour we expect, from ourselves (the Brojo Coaches) and you, the community, that align with Brojo's core values. You are encouraged to hold us and each other to account for these.

Acceptance

- Try to be non-judgmental. There are vulnerable people in our community. All criticism and feedback is welcome and indeed encouraged, however please ensure it is delivered with compassion, as we will not tolerate abuse, nasty comments or personal attacks.
- Treat all information shared within the community as confidential unless given explicit permission to share. Assume everything should be kept secret. The community must feel safe to share with each other.

Respect

- Respect the premises where Brojo is located, both in real world and online. Obey the rules and regulations of any Brojo location, including our meeting rooms, Facebook groups, and webinars. And for the sake of consideration, please make your best effort to attend events on time – lateness is not a corporal offence but it does disrupt events, it's just about common courtesy.
- No solicitation. Unless you have been approached by a Brojo Coach and asked to present information, do not try to sell any products or services to members of the Brojo community, or to recruit them into any other organisation.
- We are unlikely to respond to random partnership requests – if we want your services, we'll find and approach you!

Courage

- Try to solve disputes directly with the person concerned. If that doesn't work, raise any complaints with your local Brojo Coach, or directly with Dan Munro, before letting them get out of hand.
- We take all complaints seriously and will do our best to provide a high-quality service and environment. If you believe anyone – including Brojo leaders– have breached the Code of Conduct or failed to respect the group members in any way, please let us know immediately. Your complaint will be kept confidential.

Honesty

- Try your best to be as truthful as possible at all times. We will take you on your word. If you believe any content in Brojo is untrue, you are encouraged to challenge it (with evidence).
- Anybody found to be deliberately manipulating and deceiving other members in a harmful way will likely be expelled immediately from the community.

Responsibility

- Your development is yours to own – no-one else is accountable for your growth, efforts and results.
- You must earn your placement into a leadership position at Brojo. No-one can become an Ambassador or Coach without first being a Member. Everyone starts at the beginning, and all Brojo leaders will be selected from within the Membership group. For more information on how you can become a leader, contact your local Brojo Coach.
- Make any owed payments promptly, and if you are for whatever reason unable to make payments, please contact a Brojo Coach directly to arrange a plan. We can support all financial issues, provided we are kept informed.

Curiosity

- Brojo is one school of thought, and within the community are a huge range of different perspectives on the world. Aim to learn from each other, about each other.
- Brojo Philosophy is not “better” or “worse” than any other school of thought. We must always aim to explore new ideas. However, we are a scientifically conscious community, meaning we will always give weight to better evidence, reasoning and rationality.
- If you wish to present new ideas to change the Brojo way of thinking, please do, just make sure you back it up with facts, evidence and reasoned arguments.

Note: Major breaches of these guidelines may result in discontinuation of involvement with Brojo, as either a Member or community associate, though we will always try to discuss with you first.