

NORWICH BUDDHIST CENTRE

in the heart of the city



This Slack is intended to be an extension of our sangha: a place for connection, encouragement, shared practice, and meaningful conversation.

To help keep this space supportive, respectful, and aligned with our values, we've created a few community agreements.

These are to help us cultivate the kind of environment where everyone can feel safe, included, and able to participate fully.

Please take a moment to read through them before joining Slack.

By participating in this space, you're agreeing to help co-create a community rooted in kindness, mindfulness, and mutual respect.

Norwich Buddhist Centre - Slack Community Agreements

1. Purpose of Using Slack

Our aspiration is for Slack to be a sacred space to support our community by:

- Sharing practical information (events, teams, announcements)
- Supporting cooperation and participation
- Encouraging skilful communication rooted in spiritual friendship

Slack is an additional way to connect, not a substitute for face-to-face contact.

2. Right Speech

When posting on Slack, we ask you to ensure your communication is:

- **Truthful** – grounded in honesty and care
- **Kind** – motivated by goodwill (*mettā*)
- **Helpful** – supportive of practice and community
- **Harmonising** – strengthening rather than dividing the sangha

3. Getting Started

- Slack is organised into **channels**, each for a particular purpose
- There is no expectation of quick replies

- You do not need to read or respond to everything
- It is always acceptable to ask for help or clarification

Participation is voluntary and at your own pace.

4. Mutual Respect

In the spirit of *kalyāṇa mitratā*, we are all expected to:

- Treat one another with respect and kindness
- Be sensitive to differences of experience, commitment, and view
- Avoid sarcasm, shaming, or dismissive language
- Approach misunderstandings with curiosity and care

If tensions arise continue the conversation **offline or with the support of a third person**.

5. Responsibility

Practise **ethical sensitivity**, especially where there are differences of role or experience.

- Be mindful of power dynamics (e.g. Order members, mitras, team leaders)
- Avoid inadvertently exerting pressure, influence, or obligation
- Use private messages in ways that do not blur boundaries

6. Safeguarding and Care

Our safeguarding responsibilities are a shared responsibility, even online.

- Ensure private one-to-one messaging is agreed, appropriate, and transparent
- Avoid private conversations that could be misunderstood or feel intrusive
- Report any concerns about behaviour to a moderator or the centre's safeguarding lead

7. Privacy, Confidentiality, and UK Data Protection

In line with legislation and good practice:

- Do not share personal data (addresses, phone numbers, health or personal history) without clear consent
- Do not repost Slack messages, images, or screenshots outside Slack without permission
- Remember that messages may be visible to others, especially administrators

8. Using Channels Mindfully

To support clarity and harmony:

- Post in the most appropriate channel
- Keep messages relevant and reasonably concise
- Avoid posting repeatedly in ways that dominate discussion

Moderators may move or remove messages to maintain clarity and inclusivity.

9. Sharing Teachings, Resources, and Media

- Images, links, and files should be appropriate to a Triratna context
- Avoid presenting personal views as authoritative teaching
- When unsure, check with an order member or administrator

10. When Slack Is Not the Right Place

Slack should not be used for:

- Formal complaints or grievances
- Confidential or sensitive personal matters
- Emergencies or urgent safeguarding concerns

In these cases, please use the centre's established processes or contact a team member directly.

12. A Shared Intention

By using Slack, we communicate skilfully to:

- Practise awareness and kindness in communication
- Support spiritual friendship and collective harmony
- Use technology in service of the Three Jewels

May our communication be for the benefit of all.