Conflict Resolution Protocol

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In the Cosy Polyamorous Community we explore ethical non-monogamous relationships. While there are many books on this topic, every one of us has a different approach to our relationships. Even with the best of intentions, any of us could end up behaving in uninformed or insensitive ways, or committing micro-aggressions: We can all mess up! How do we deal with that within the Cosy Polyamorous Community?

We can only build and maintain a kind and exploratory space with everyone's participation and willingness to sit together in discomfort when needed. If something feels out of place, please speak up or reach out: it is important to be aware of the ways that the Cosy Polyamorous Community could improve and be a better space.

Conflicts in the the Cosy Polyamorous Community

Ideally community members should resolve conflicts among themselves as much as possible. Some tips for accomplishing this are:

If in day-to-day activities, such as chats or events, someone says something that upsets you, stop and think. Please assume that this person had good intentions and is not actually evil. From this position:

1. Speak up directly to the person who said or did something upsetting – ideally as soon as possible, if you are comfortable with that. For instance, was there a miscommunication or a cultural difference?
2. If the person is receptive to your feedback, explain your position to the other person and also listen to their perspective. Ideally both of you can learn from the situation and do better in the future.
3. If you're unable or unwilling to address the person directly, consider reaching out to a friend to discuss how to proceed.
4. Contact a team member and raise the issue with them, if needed.

Please, do not let an issue that has caused you pain sit unaddressed. Raising issues in a respectful and timely manner allows everyone in the community to grow and learn together. It is important to raise these issues so they are visible: hiding problems and talking behind people's backs does not allow the community to grow together.

When a conflict discussion starts and you feel like contributing to the conversation, take a moment to think about your contributions:

1. Do not intervene to deny someone else's hurt.
2. Do not escalate the conflict and keep out of these discussions unless you are certain that you can contribute meaningfully.

3. Once the issue has been raised, give the involved parties a chance to resolve it with those who were directly affected.

Sometimes you may not be able to raise the issues immediately and you may need some processing time. It's ok to raise the issue at a later point. Also, consider asking for support: ask another member or a team member to witness or mediate if needed.

Conflicts involving a team member

Team members are Cosy Polyamorous Community members who volunteer to host Cosy Polyamorous Community events and monitor community channels so that the group can have explicit, visible structure.

If you have concerns about the way a team member is acting or communicating, please treat them as you would treat any other member and raise the issue directly with them.

If the conflict cannot be resolved with the team member or the issue is too sensitive for you to engage directly with them, bring it up to the team and the team will discuss the issue without the involved team member in question to determine a resolution.

Dealing with Code of Conduct Violations

When a violation of the Cosy Polyamorous Community Code of Conduct has occurred, the team members will decide how to address it. They may decide to:

- Give a private warning
- Give a public warning
- Temporarily suspend the violating party from some or all the Cosy Polyamorous Community fora (e.g. chat vs in person events),
- Ban the violating party permanently from all fora of the Cosy Polyamorous Community.

Resolutions, if they are to be made public, should be made public in the main chat, so that the community may have closure around the issue.

Contacting the Cosy Polyamorous Community Team Members

Please see our web page to find out the current list of team members and how to contact them:

https://cosypolyamory.org/structure#team

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