

## **Mended Family Inc. Community Policy: Anti-Bullying, Anti-Racism, Anti-Sexism, and Anti-Transphobia**

Mended Family Inc. is dedicated to providing a safe, inclusive, and welcoming digital space where individuals from all backgrounds can connect and engage in meaningful interactions. To maintain this commitment, we have adopted this comprehensive policy that sets clear expectations for behavior on our platform. All users must abide by these principles to ensure our community remains free from discrimination, harassment, and harm. Violations of this policy will not be tolerated and may result in immediate account termination.

### **1. Zero Tolerance for Bullying**

Bullying is harmful and creates a hostile environment for everyone. Any behavior, online or offline, that constitutes bullying is strictly forbidden. This includes:

- **Direct Harassment:** Sending threatening, intimidating, or abusive messages to other users.
- **Indirect Harassment:** Sharing harmful or defamatory statements about other users in public or private forums.
- **Cyberbullying:** Engaging in repetitive, harmful online behavior such as doxxing, stalking, or deliberate exclusion.
- **Mockery and Ridicule:** Making fun of or mocking another user's personal attributes, experiences, or background.

### **2. Zero Tolerance for Racism**

Racism and race-based discrimination undermine the integrity of our community. Mended Family Inc. strictly prohibits:

- **Hate Speech:** Using racial slurs, epithets, or language that demeans or dehumanizes individuals based on their race or ethnicity.
- **Stereotyping:** Promoting or perpetuating harmful stereotypes about racial or ethnic groups.
- **Cultural Appropriation:** Using elements of another culture in a disrespectful or exploitative manner.
- **Denial of Racism:** Dismissing or invalidating the lived experiences of racial or ethnic groups facing discrimination.

### **3. Zero Tolerance for Sexism**

Gender discrimination and sexism are unacceptable. All individuals, regardless of gender, deserve respect and equitable treatment. Prohibited behaviors include:

- **Sexual Harassment:** Making unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature.
- **Gendered Insults:** Using language that targets or demeans individuals based on their gender.

- **Exclusionary Behavior:** Ignoring or excluding individuals from discussions, opportunities, or activities based on gender.
- **Promotion of Gender Stereotypes:** Reinforcing harmful assumptions about roles, behaviors, or abilities based on gender.

#### 4. Zero Tolerance for Transphobia and Gender Identity Discrimination

Mended Family Inc. affirms the rights and identities of all individuals, including transgender, nonbinary, and gender-diverse users. Transphobia and any form of discrimination based on gender identity or expression are prohibited, including:

- **Deliberate Misgendering:** Intentionally using incorrect names or pronouns for individuals.
- **Hostility Toward Gender Diversity:** Expressing or promoting hostility or invalidation of someone's gender identity.
- **Transphobic Language:** Using slurs, derogatory remarks, or jokes aimed at transgender or nonbinary individuals.
- **Exclusion or Erasure:** Marginalizing or ignoring the presence and rights of gender-diverse users in discussions or policies.

#### 5. Reporting Violations

If you witness or experience behavior that violates this policy, you are encouraged to report it immediately using the tools available on the platform. Reports will be handled confidentially, and appropriate action will be taken. Mended Family Inc. retains the right to act on reports at its sole discretion and without providing detailed feedback to the reporting party.

#### 6. Consequences of Violations

Mended Family Inc. enforces a zero-tolerance approach to violations of this policy. Actions that may be taken include, but are not limited to:

- **Immediate Account Suspension:** Temporary removal of access to the platform during the investigation.
- **Permanent Account Termination:** Permanent revocation of access for confirmed violations, with no right to appeal, hearing, or reinstatement.
- **Legal Action:** In cases involving illegal behavior, Mended Family Inc. reserves the right to report the matter to law enforcement.

By using this platform, you agree to these terms and acknowledge that any violation may result in the immediate suspension or termination of your account without prior notice.

#### 7. Guidelines for Respectful Interaction

To maintain a positive and inclusive environment, all users must:

- Treat others with dignity, respect, and empathy.

- Avoid language or actions that could be interpreted as harmful or inflammatory.
- Actively listen to and consider diverse perspectives, even during disagreements.
- Be mindful of your words and actions, recognizing the impact they may have on others.

## **8. Commitment to Education and Training**

Mended Family Inc. is committed to fostering ongoing learning about diversity, equity, and inclusion. The platform will periodically share educational resources and opportunities to engage users in creating a more inclusive community. However, it is the responsibility of each user to act in accordance with this policy at all times.

## **9. Policy Scope and Updates**

This policy applies to all interactions, including messages, comments, user-generated content, and behavior in virtual events or forums hosted on Mended Family Inc.'s application and platform. Mended Family Inc. reserves the right to modify or update this policy at its discretion. Updates will be communicated to users through the platform, and continued use of the platform constitutes acceptance of the revised policy.

## **10. Acknowledgment and Agreement**

By creating an account or using Mended Family Inc.'s platform, you confirm that you have read, understood, and agree to abide by this policy. Violation of these terms may result in immediate action, including account termination, to protect the integrity of our community.

Mended Family Inc. is proud to stand against bullying, racism, sexism, transphobia, and all forms of discrimination. Together, we can ensure this platform remains a safe and empowering space for all.