



Uppförandekod/Code of conduct

Rainbow Refugees Sweden is an organization that aim to support, empower and to build networks for asylum seekers and refugees that have fled persecution based on their sexual orientation, gender identity or gender expression. The organization aims at creating a safe situation and build community for lesbian, gay, bisexual, trans and other individuals with queer expressions and identities (LGBTQ) through meeting places, activities, counselling and support activities. The organization aim to spread knowledge about LGBTQ refugees living conditions and realities and to strengthen LGBTQ refugees' rights in the society. Rainbow Refugees Sweden is a non-political and non-religious organization. The principles below are important in order to secure these safe spaces.

Our values

Respect

All LGBTQ refugees have different experiences and backgrounds. We are sensitive and **respectful of our members'** diversity in culture, race and ethnicity, sexual orientation and identity, gender expression and identity, and, religion. We have zero tolerance of discrimination, racism, homophobia and transphobia.

Empowerment

Fleeing a country of origin means losing that what one has built up. Building a new future in Sweden puts a lot of stress and demands on LGBTQ refugees. We seek to **empower our members** so that they can grow as individuals and build a new future in Sweden. Our members are our leaders of the future.

Safety

LGBTQ refugees are in constant danger in the society. We strive to **create safe spaces and activities** for our members. We make sure that we do not endanger our safety. In case of danger, we together make efforts to restore safety. We have zero tolerance of threats or any violence towards any member or other people we are in contact with.

Solidarity

Some individuals are more privileged and have more resources than others. We **strive for solidarity** with each other and share our knowledge, privilege and resources. We do not ignore when a member is facing difficulties, we always try to offer a helping hand within our capabilities.

Trust

Sharing personal experiences and information are ways to open up and to build community for LGBTQ refugees. This information is highly personal and should never be shared with others. We **put trust in each other** so that all information related to members that we encounter in the organization remain confidential and is not be shared with anyone else. We put trust in each other that we do not have to justify our LGBTQ identities, expressions or experiences.

Breach of the values

Acting in a way that is contrary to our values is a serious matter. Breach of these rules should always be reported to a volunteer or the board of LGBT+ Refugees Sweden immediately. The board can take action



to exclude members from the organization that do not follow this code of conduct. You can always be anonymous when reporting breach of our values. If the board finds that someone has broken the rules, they can give a written warning, suspend the member concerned from partaking in activities or terminate membership. Each member has the right to comment on the matter to the board.