

Rules and regulations for the Confidant of Cedo Nulli

Cedo Nulli wants to ensure a safe environment for all its members. Members may encounter forms of unwelcome behaviour within the association, such as bullying, sexual harassment, discrimination and aggression. For this reason, a member within Cedo Nulli should be able to go to the Confidant with their problems, but also to just have a talk about whatever members may want.

1.1. The Confidant is there for members who have reports or complaints about improper behaviour from other members such as aggression and violence, sexual harassment/unwanted intimacies, bullying and discrimination.

1.2. The Confidant is also there to create a safe space for members to talk about whatever struggles they would like to talk to someone about. There should be a low threshold for members to talk to the Confidant, as the Confidant creates a space to talk about all sorts of subjects or problems.

1.3. All information shared with the Confidant, in conversation or email, must be kept confidential and not shared with anyone else without the expressed permission of the member.

1.4. If the Confidant feels that the member needs additional support beyond their capacity, they can refer them to appropriate resources or professionals with the expressed permission of the member.

1.5. The Confidant should undergo training and development to enhance their skills and stay up-to-date with best practices in the field.

2.1. The Confidant should be non-judgmental and create a safe and accepting space for members to share their thoughts and feelings.

2.2. The Confidant should be empathetic towards the person seeking their help. They should try to understand their perspective and feelings and only offer support accordingly if the member expressed the need for further action.

2.3. The Confidant should respect the member seeking their help and their right to privacy.

2.4. The Confidant should maintain an open and clear communication style with the member seeking their help. They should listen attentively and ask questions to clarify the member's concerns.

2.5. The Confidant should maintain professional boundaries and not engage in any activities that may create a conflict of interest or compromise their ability to provide effective support.