



*Pan-European democracy, social justice and environmental sustainability  
For a happy and sustainable society*

# Code of Good Conduct

The Statutes of the CosmoPolitical Cooperative define the precise, hard, enforceable rules defining our governance: who decides on what, when and how. They have a legal validity. Infringing them can have legal consequences in court.

We believe however that we need a set of softer, more general rules, that define the spirit and the intention of our cooperation and of our relations among Cooperators. These softer rules develop the Art. 2.7 of our Statutes that states “*Cooperators and National Organisations of the Cooperative shall act cooperatively and in good faith with one another, in a spirit of mutual respect, caring, encouragement and support, and avoid any action or failure to act harmful to the Cooperative, to Cooperators or to National Organisations*”. These softer rules are the purpose of the present Code of Good Conduct. We expect all Cooperators to follow them and to ensure that other Cooperators do. One of the means whereby Cooperators enforce among themselves a good cooperative behaviour is the reputation system embodied in the [KuneAgi](#) software.

We also take additional commitments, which aim at preserving the human and technical quality of our work and of our discussions and our independence.



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## 1 How we implement our commitments as Cooperators

We, as members of the CosmoPolitical Cooperative (“the Cooperative”), pledge to implement as follows our legal commitment to “*behave with one another cooperatively and in good faith, in a spirit of mutual respect, caring, encouragement and support*” (Art. 2.7 of our Statutes).

### 1.1 We behave with one another cooperatively and in good faith

We act in a way that:

- **supports** the “*raison d’être*” of the Cooperative, as defined in the Art. 2.3 of our Statutes;
- makes the **work** and **projects** of other Cooperators, of Employees, of National Organisations, of the Board and of the Mediation and Arbitration Council of the Cooperative **easier** and with a **higher probability of success**.

When interacting with other Cooperators, with Employees, National Organisations, the Board or the Mediation and Arbitration Council of the Cooperative, we have a **positive approach**: our first assumption is that they act for the good of the Cooperative.

When we disagree with an opinion, a statement, an action or a lack of action by a Cooperator, an Employee, a National Organisation, the Board or the Mediation and Arbitration Council of the Cooperative, we state this **clearly** and **unambiguously**, but **respectfully**. Even under these circumstances, we assume that the person or the organisation has intended to act well. We focus our criticism on the opinion, the statement, the action or the lack of action with which we disagree, and avoid criticising the person or the organisation having expressed or performed it.

When criticising an opinion, a statement, an action or a lack of action, we:

- **explain** the reason **why** we disagree;
- **propose** at least one **alternative** that we consider is better;
- explain why this proposed alternative is **better** than the opinion, the statement, the action or a lack of action that we criticise.

We accept that we may **disagree** with **actions** resulting from the democratic processes of the Cooperative, and that some opinions that we express may happen not to be followed by the Cooperative. We however acknowledge that, because these processes are democratic, the resulting actions are legitimate.

When we **commit** to undertaking a task for the Cooperative, we consider this commitment as **binding**. Therefore:

- before committing to undertaking the task, we verify that we have (1) the inner desire and motivation, (2) the competencies and (3) the resources to perform it at a high level of quality, on time. These resources include: (1) the time remaining after other commitments of higher priority and (2) a clear understanding of the nature of the task, of its purpose and context;



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- during the performance of the task, we perform it at the best of our capacity, and preserve the time necessary for us to perform this task from interference by other commitments (from within the Cooperative or outside of it). We keep good trace of all the intermediary steps achieved;
- if we realise that we are no longer in a position to perform the task as initially foreseen, we inform the other Cooperators, the Employees, the National Organisations, the Board or the Mediation and Arbitration Council, with which we cooperate to perform the task, of our inability to pursue it, on time to find a successor. We then actively help finding such a successor, and transmit to him/her any intermediary result or document (including access codes) supporting the performance of the task.

## ***1.2 We behave in a spirit of mutual respect and caring***

In our interactions with other Cooperators, with Employees, National Organisations, the Board and of the Mediation and Arbitration Council of the Cooperative, we treat every person **equally** and **respectfully**. Our words and body language express that every human, and every member of the Cooperative, is of high worth, simply because s/he is a human being.

We **avoid** any form of **discrimination**, based on nationality, mastery of languages, gender, (real or perceived) ethnic origin, religion or lack of religious belief, (real or perceived) social origin, sexual orientation, handicap or health condition.

When we are confronted with people with which communication is difficult, because they are very different from ourselves, or for any other reason, we make a **special effort** to overcome this difficulty in communication. We consider such circumstances as opportunities to learn about how other Cooperators live, what their priorities and difficulties are, and much more. When we believe that we cannot overcome this difficulty in communication, or that the effort to overcome it is beyond what we are ready to do, we state it very clearly to that person, with words that place **no blame** on any side of this failed communication.

In our interactions with other Cooperators, we are aware of the **concrete difficulties** of our lives, and of the constraints that work (or lack of work), caring duties to members of our families (or loneliness), the preservation of our health, the provision of essential goods (such as food, drink, sleep, shelter), legal or administrative obligations, place on us. We never take the permanent availability of other Cooperators for granted.

Consequently, in the specific case of **real-time discussions and meetings** (on-line or in physical presence of each other):

- we organise such real-time discussions and meetings at times and (if relevant) in locations that take full consideration of the concrete constraints listed above;
- these real-time discussions and meetings are announced with an explicit **agenda**, a **time** for their **start** and a time for their **end** and the rule used to define who will **chair** the discussion / the meeting;



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- we are available **on time** for the start of the discussion or meeting;
- we **ask for the floor** before any intervention, and only start speaking if and when authorised to do so by the chairperson of the discussion or meeting;
- when taking the floor, we express ourselves **concisely** and **to the point**. Any development on the general context that we make is strictly related to the purpose of the discussion. We accept explicit limits to the duration of our interventions, and to be interrupted by the chairperson of the meeting or of the discussion when we speak beyond this limit.

## ***1.3 We behave in a spirit of mutual encouragement and support***

We take a **positive stance** on the **projects** and **ideas** of other Cooperators, of Employees, National organisations, the Board or the Mediation and Arbitration Council of the Cooperative.

We **encourage** other Cooperators, Employees, National organisations, the Board or the Mediation and Arbitration Council of the Cooperative to develop their projects and ideas. We provide them with **advice** on how they could improve their project or idea, striking the right balance between (1) the supply of creative ideas, the prevention of obvious errors or risks of failure, and (2) excessive and unwelcome interference.

We **listen** to each other's difficulties and are **empathetic** to them. We take the time, specifically in local or regional groups, to provide the emotional support that other Cooperators may need.

## **2 We preserve the human and technical quality of our work and of our discussions**

We consider that **disagreements** and **conflicts** are **normal** in a human society, including within the Cooperative, because of the diversity in our experiences, points of views and values.

We believe that there is a path to overcome these disagreements and conflicts **peacefully** and to the satisfaction of all, because every human has the capacity to **convince**, and to **be convinced**, following a **discussion**. We call "discussion" a mutually respectful exchange of **arguments**, based on **explicit reasoning**, **verifiable facts** and **open sources of information**.

Therefore:

- we **express** our **opinions** and **arguments** clearly, openly and respectfully, and **listen** to the opinions and arguments of others with the same spirit;
- we are **open** to the possibility of **being convinced** by other Cooperators, by Employees, National Organisations, the Board or the Mediation and Arbitration Council of the Cooperative;
- the discussion and deliberation that we engage in is **earnest**, **open**, **thorough** and **balanced**.

We use **technical** and **quantitative** arguments, as one means to overcome language barriers and social inequalities. We remain critical of the underlying assumptions present in any quantitative



indicator.

We seek agreement on **actions**, rather than on their underlying motivations. We accept very well that people converge on the same action, for very different reasons, and based on very different political or philosophical assumptions.

We work with **rigour** and **professionalism**, and strive to achieve outcomes of **high quality**. We accept also that we are **imperfect**, and that there may be a gap between our ideals and what we achieve. We accept that our lifestyles and actions may differ from the long-term goal described in the [Society of Agreement](#). We are aware that the quest for moral purity can be an obstacle to an action that effectively transforms society. We also accept that actions that we undertake or recommend can:

- be based on information or data that is only partial or fragmented. We accept this lack of information or data when we consider that the negative consequences of waiting for more or better information or data outweigh the uncertainties of acting now with the information and data currently available;
- have negative consequences for society as a whole or for some stakeholders. We consider such potential negative consequences earnestly and accept them, based on the balance with other, positive, consequences of our action, and in comparison with the consequences of alternative courses of action (and of inaction);
- be effective in some cases, for some categories of population or some stakeholders only. We accept that the effect of these actions be valid in a limited number of cases only, when these cases represent a majority of those encountered, or a segment of front-runners able to convince the rest of society by their example. We specifically accept that some actions that we undertake or recommend be primarily geared towards the mainstream population, and may thus not be fully inclusive for all minorities;
- include longer delays, or more compromises, than what we would have initially wished for. We accept that some time may be necessary to convince the segments of the population whose cooperation is needed for the action to be effective.

### **3 We reduce our dependency to corporate-dominated and to emotional media**

We consider that the interests of a business model based on advertising go in the direction of an ever-increasing level of consumption – and are thus in direct conflict with the low total environmental impact that the [Society of Agreement](#) aims at.

We therefore privilege interactions with **media** whose business model entails **broadly distributed sources of income**: minimising the fraction of advertising revenue, maximising the revenue based on a subscription or on a pay per use model.

We are aware that video, because of its intrinsic technical feature of being based on an uninterrupted stream of images, is prone to the manipulation of primitive emotions, and is thus in



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direct conflict with the earnest, thorough and balanced discussion and deliberation that we seek.

In addition, video content uses a much larger amount of computing and telecommunication resources than other media formats – which is in conflict with the low environmental impact of the [Society of Agreement](#).

We therefore restrict our usage of video in the following way. As a general rule:

- we **forbid video recordings** at our physical or on-line gatherings or meetings;
- we **refuse video interviews**. Written interviews are preferred to audio interviews;
- we broadcast the content of our physical or on-line gatherings or meetings either by a combination of fixed photographs and of audio recordings, or by written reports;
- we engage in legal action against any breaches of this rule, under the right to preserve one's image (where this right exists).

Exceptions to this rule can only be envisaged when all participants in the physical or on-line gathering or meeting explicitly agree, *ex ante* and in writing, to the video recording and / or to the broadcasting of the event.