

CODE OF CONDUCT

for voluntary and salaried staff of MIND

This Code of Conduct for staff and active members of MIND was submitted by the Ethics committee and has been resolved upon after discussion.

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Principle values

Within MIND, different worldviews and cultural perspectives meet. We are united within the MIND Foundation by our common principles of scientific approach, rigor in research methodology and interpretation, awareness, authenticity, empathy, diversity and tolerance. We approach conflicts, controversies and contradictions in a proactive manner. Thus, we act transparently, openly, and supportively in order to put our principal values into effect.

Vision

The vision of MIND is as follows: Establishing psychedelic experience as a tool for personal and societal development.

We assume that all staff members know, understand, and support this vision.

Public relations

You are representing MIND whenever you are associated with MIND in the public (e.g. when giving talks, appearing in the media, wearing or showing MIND symbols on conferences, festivals etc.).

- We are happy about and encourage public appearances of MIND that present our vision and our projects in a positive light.
- Whenever you are representing MIND, please remember the following guidelines:
- Stay friendly and fact-oriented and correctly inform others of the content of our activities and goals as MIND Foundation. The degree of popularity and the reputation of MIND should be promoted. Support MIND in creating a positive image, which helps us achieve our goals.
- Make sure you are up-to-date before talking about projects related to MIND.
- Discern between private activities and activities for and in the name of MIND. To the public it should always be clear whether you are speaking in the name of MIND or if you are talking about your personal opinions and affairs.
- If you notice negative accounts regarding MIND in public, please inform the public relations committee, the MIND board and the director. Try not to act in an inconsiderate manner.
- Being a staff member does not imply that you are automatically representing MIND in public. If you wish to represent MIND in public, please send a request to the MIND

board. In case the Code of Conduct is violated, any granted clearance of this kind can be revoked.

- Announce important public appearances, talks, publications or press delineations, that relate to MIND or happen in the name of MIND, at least four weeks prior to that event to the MIND board. The MIND board can cast a veto. Special arrangements are possible if mutually agreed upon.

Functions in MIND

- Whoever is accepting an official role in the MIND Foundation has to be willing to appear with their real name and picture on websites, social media and MIND publications. Exceptions to this rule have to be commonly agreed upon by the MIND board and FINDER management.

Publications

- We are happy about frequent and objective mentions of MIND in publications.
- Work results that are associated with MIND should be identifiable as such.
- Announce any publications in which you have made reference to MIND.
- Common standards of scientific practice and publication have to be met. Intellectual improbity (sensation seeking, botched research, plagiarism etc.) are not allowed.

Psychoactive Substances

- MIND events are not a platform for exchange or trade of psychoactive substances.
- Potential testimonials regarding personal experiences with legal or illegal psychoactive substances that happened in either public or private contexts should not compromise the goals of the MIND Foundation (if they are uttered in a MIND related context). All MIND staff is supposed to convey a professional image. Those who do not feel at ease with that or are unsure about what this entails should refrain from these kinds of personal reports in the context of MIND. This is understood as an appeal to common sense.

Experiencing altered states of consciousness

- The MIND Foundation does not offer experience groups or therapy sessions that include illegal psychoactive substances. This also applies to staff members.
- We are not opposed to a responsible quest for personal development, which might also include seeking and experiencing altered states of consciousness. However, this is expected to take place in private and disconnected from any MIND-related activities.

Integration of experiences of altered states of consciousness

- Our public appearance makes us an important contact for people who are interested in the topic of psychedelic experience. We take this responsibility seriously.
- We aim to support people who are trying to integrate their psychedelic experiences to derive positive value from them.
- We do not encourage third parties to seek psychedelic experiences using illegal substances. Instead, we are aiming for the creation of safe and legal contexts, in which such experiences can take place.

Requests for help or therapy

- Staff members of MIND do not offer therapy that includes illegal psychoactive substances.
- MIND is not an agent for therapies that include the intake of illegal psychoactive substances.
- All parties who are looking for support and turn to MIND will be taken seriously and treated with respect. We attempt to give support by referring them to counsellors or therapists who are willing to work on their individual issues in an integrative manner.

Conflict resolution

- We are resolving conflicts in a respectful, proactive way, based on an equal footing.
- In special cases, a mediator may be consulted.
- Violations of the Code of Conduct will be discussed in the MIND board and potential consequences decided upon together with the executive director. If the MIND board recommends an exclusion of a MIND staff member, the executive board of FINDER may decide to follow this recommendation.

Right of Use

- Volunteering and working for the MIND Foundation does not imply that you as a volunteer or employee attain any rights of exploitation or use in connection to the products, translations, tasks or ideas that have been created in the MIND Foundation.
- All rights of exploitation and use stay with the MIND Foundation.

Science as authentic endeavour

- We expect that people working with us have a genuine interest in the scientific process, in creating insights, in systematic ways organizing knowledge, in increasing knowledge, in defining limits of our knowledge about reality and in finding evidence for and against any claims that she/her or we as an organization advance.
- We do not endorse a purely strategic attitude towards the scientific endeavour.

Place/Date, Signature Volunteer (Paul Schneider):

Place/Date, Signature Board Member