

## **Principles of engagement**

### **Participating in NNA led events, meetings and work**

The Neonatal Nurses Association (NNA) strives to create an inclusive, respectful, and engaging environment for all participants. Active participation enhances events and group experiences for everyone. We encourage curiosity, thoughtful dialogue, and creative contributions.

The below principles guide how we interact and contribute to a positive experience for everyone involved.

#### **1. Inclusivity**

We welcome diverse perspectives, experiences, and identities. All participants are valued and encouraged to contribute.

Mutual respect is the foundation of our interactions. We engage with one another thoughtfully, and respectfully. We will not tolerate bullying, harassment, or discrimination in any form.

We prioritise a culture of support, where participants feel encouraged and equipped to contribute meaningfully and confidently.

#### **2. Collaboration**

We foster a spirit of cooperation, sharing ideas openly and constructively. Together, we aim to achieve meaningful outcomes and build strong connections.

We aim to ensure that every participant feels valued, heard and engaged throughout.

#### **3. Innovation**

We embrace openness to new ideas, approaches, and perspectives, encouraging an environment of curiosity and continuous learning and innovation.

We are committed to exploring and implementing innovative solutions to challenges, ensuring our events and work remain dynamic and forward-thinking.

#### **4. Safety**

Creating a safe environment is a shared responsibility. If you witness or experience behaviour that compromises safety, please report it to us immediately.

We hold ourselves accountable for our actions and words. Mistakes are opportunities for learning, and we are committed to addressing them respectfully and promptly.

#### **5. Confidentiality**

Respect for privacy and confidentiality is essential. We do not share personal or sensitive information without consent. We respect confidentiality when an experience, case study or example is shared.

#### **6. Sustainability**

We prioritise sustainable practices to minimise the environmental impact of our events and work. Participants are encouraged to make eco-conscious choices where possible.

### **Consequences for non-adherence**

We are committed to maintaining an environment that aligns with our organisational [values](#) and will act to address behaviours that compromise them.

Failure to adhere to these principles will result in appropriate actions being taken by the event/project organiser. This may include a warning, removal from the event/project, or further steps to ensure the safety and well-being of all participants.

Where possible, and to allow future engagement, we will work with individuals to address any issues when their behaviour fails to meet these principles of engagement.

By adhering to these principles, we collectively ensure an enriching and beneficial experience for all.