



Code of Conduct at Body Soul and Pole

Note: This Code of Conduct takes inspiration and has adapted sections from several other events' codes that we admire greatly and feel embody the high standards of inclusivity and positivity that we live by at Body Soul and Pole.

MISSION

The Body Soul and Pole's goal is to create a safe place where all can get together, without fear or shame, in celebration of the art of burlesque, pole and aerial arts.

PURPOSE

This policy is a "living" document, and subject to refinement and expansion in the future.

Body Soul & Pole and "Alternative Personas", we believe that helping community organizations and small businesses thrive makes our cities more vibrant, diverse, and inclusive.

Everyone participating in the Body Soul & Pole and "Alternative Personas" community is required to agree to the following Code of Conduct. This includes all organizers, performers, members, attendees, volunteers, venue owners and staff involved with the platform.

Body Soul & Pole and "Alternative Personas" is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, mental illness, neurotype, physical appearance, body, age, race, ethnicity, nationality, language, or religion. We do not tolerate harassment of participants in any form.

Anyone who violates this Code of Conduct may be sanctioned or expelled from the **Body Soul & Pole and "Alternative Personas"** platform at the discretion of the **Body Soul & Pole and "Alternative Personas"** staff.

DEFINITIONS

Harassment includes but is not limited to:

- Offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, neurotype, physical appearance, body, age, race, ethnicity, nationality, language, or religion
- Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment
- Deliberate misgendering or use of 'dead' or rejected names
- Gratuitous or off-topic sexual images or behavior in spaces where they're not appropriate
- Physical contact and simulated physical contact (eg, textual descriptions like "hug" or "backrub") without consent or after a request to stop
- Threats of violence
- Incitement of violence towards any individual, including encouraging a person to commit suicide or to engage in self-harm
- Deliberate intimidation
- Stalking or following
- Harassing photography or recording, including logging online activity for harassment purposes
- Sustained disruption of discussion
- Unwelcome sexual attention
- Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others
- Continued one-on-one communication after requests to cease
- Deliberate "outing" of any aspect of a person's identity without their consent except as necessary to protect other community members or other vulnerable people from intentional abuse
- Publication of non-harassing private communication without consent by the involved parties
- **Body Soul & Pole and "Alternative Personas"** prioritizes marginalized people's safety over privileged people's comfort. **Body Soul & Pole and "Alternative Personas"** reserves the right not to act on complaints regarding:
 - 'Reverse' -isms, including 'reverse racism,' 'reverse sexism,' and 'cisphobia'
 - Reasonable communication of boundaries, such as "leave me alone," "go away," or "I'm not discussing this with you."
 - Communicating in a 'tone' you don't find congenial
 - Criticizing racist, sexist, cissexist, or otherwise oppressive behavior or assumptions

CONSEQUENCES

Participants asked to stop any harassing behavior are expected to comply immediately. If a participant engages in harassing behavior, **Body Soul & Pole and "Alternative Personas"** may take any action we deem appropriate, up to and including expulsion from the **Body Soul & Pole and "Alternative Personas"** platform and identification of the participant as a harasser to other **Body Soul & Pole and "Alternative**

Personas” community members.

We expect members of our Body Soul & Pole and “Alternative Personas” community to follow these rules at all events, event-related social activities, and social media.

REPORTING AND ENFORCEMENT

If you experience harassment within an event, space, or community included on the **Body Soul & Pole and “Alternative Personas”** platform, notice that someone else is being harassed, or have any other concerns, please contact us immediately via email at bodysoulandpole@gmail.com. You can also make an anonymous report. We can't follow up an anonymous report with you directly, but we will fully investigate it and take whatever action is necessary to prevent a recurrence.

If the person who is harassing you is a member of the **Body Soul & Pole and “Alternative Personas”** staff, they will recuse themselves from handling your incident. **All reports will be handled in the strictest confidence.** In some cases we may determine that a public statement will need to be made. If that's the case, the identities of all victims and reporters will remain confidential unless those individuals instruct us otherwise.

If you are unsure whether the incident is a violation, or whether the space where it happened is covered by this Code of Conduct, we encourage you to still report it. We would much rather have a few extra reports where we decide to take no action, rather than miss a report of an actual violation. We do not look negatively on you if we find the incident is not a violation. And knowing about incidents that are not violations, or happen outside our spaces, can also help us to improve the Code of Conduct or the processes surrounding it.

SOURCES: This anti-harassment policy is based on resources provided by **Geek Feminism**, and borrows from similar open source policies authored by **XOXO Fest**, **Django**, and **JSCConf**.

I, _____, acknowledge, recognize and agree to the above code of conduct.

Signature: _____

Date: _____