

# Code of Conduct for CrossPort Events – Draft 1, 05/04/2018

CrossPort is committed to making our events as safe, respectful, inclusive and enjoyable as possible. Our events draw a wide variety of attendees with different identities, views and experiences so it is important that everyone has a common understanding of appropriate behavior.

The CrossPort board will be responsible for policing their membership at CrossPort events to prevent aggressive and hostile behavior. Therefore we require all attendees of our events to follow this code of conduct.

## **Respectful Communication**

- Respect each other's identities, names and pronouns at all times.
- If you are unsure of the pronoun someone uses ask them or avoid gendered language, e.g. use "they" instead of "he" or "she".
- Be inclusive and supportive of those who are less confident or who have communication difficulties so that everyone can contribute.
- Listen to and follow the instructions of facilitators or event organizers, including their decisions about what is off-topic and who is next to speak and for how long.
- Rather than interrupt another participant who is speaking, indicate to the facilitator or event organizer that you wish to speak and then wait your turn.
- Friendly constructive discussion is welcomed but personal insults and demeaning or argumentative comments are not acceptable.

## **Equality and Diversity**

- Accept people's self-identified gender for all purposes.
- Everyone is entitled to use whichever toilet they self-define as most appropriate for their gender identity and gender expression.
- Avoid negative comments, assumptions and stereotyping of people on the basis of their gender identity, gender expression, gender reassignment, sexual orientation, race, ethnicity, nationality, class, disability, religion, beliefs, age, accent or culture.

## **Confidentiality**

- Keep personal information about others private and only share if they have given you permission.
- Get permission before publicly identifying any event attendee, including on personal blogs, websites and social networking sites, e.g. Facebook.
- Ensure you have permission from everyone with their face visible in shot before taking a photograph.
- Ensure you have permission from everyone who might be recorded before starting any audio or film recording.
- If you believe someone has photographed, audio recorded or filmed you without your permission, you may ask them to delete the image/recording or urgently contact any of the event organizers for assistance.
- CrossPort will not publish information, photographs or recordings which may identify attendees without their permission.
- CrossPort will not share any information about attendees without permission unless necessary due to safety concerns.

## **General Behavior**

- The behaviors of others are never justification for anyone to break this Code of Conduct in response.
- Any attendee who causes damage to property will be held liable.
- The use or possession of substances (including alcohol) illegally is never permitted during our events.
- Shouting, swearing, harassing, threatening or humiliating behaviour (verbal, physical or sexual) towards others is unacceptable.
- Non-LGBTQ+ politics are not welcome.
- For those events which put us in contact the mainstream public: Please remember that you are representing our community in the mainstream so present yourself in a good light.
- In the case of any emergency, organizers or members are charged to call 911 for professional assistance.

## **What happens if the Code of Conduct is broken?**

Please let us know as soon as possible if you experience or witness anything that makes you feel uncomfortable or which may be in breach of the Code of Conduct. Even if you do not want anything done, please still let us know.

You can tell us during the event by speaking to any CrossPort board member.  
After the event, email [crossportcincy@yahoo.com](mailto:crossportcincy@yahoo.com).

Examples of things CrossPort can do:

- listen to you in a private space
- talk to the others involved
- ask for an apology
- ask them to leave you alone
- require them to not be where you are
- exclude them from the rest of the event
- exclude them from future events
- remove postings and comments made on CrossPort social media sites including but not limited to Facebook and the CrossPort website

Breaches of the Code of Conduct will be dealt with at the discretion of the CrossPort board members. CrossPort may also make other reasonable requests that are not specifically included here or take other action if necessary.