

# Code of Conduct

## 1. Purpose

A primary goal of SpeakOUT is to be inclusive of the largest number of contributors from both the LGBTQIA+ and Ally communities, with the most varied and diverse backgrounds possible. As such, we are committed to providing a friendly, safe and welcoming environment for all, regardless of race, gender, gender expression, sexual orientation, ability, socioeconomic status, and religion (or lack thereof).

This code of conduct outlines our expectations for all those who participate in the SpeakOUT community--**which is defined as *anyone who is present at a given SpeakOUT event***-- as well as the consequences for unacceptable behavior.

We invite all those who participate in SpeakOUT to help us create safe and positive experiences for everyone.

## 2. Expected Behavior

The following behaviors are expected and requested of all community members:

- Participate in an authentic and active way. In doing so, you contribute to the health and longevity of this community.
- Exercise consideration and respect in your speech and actions.
- Attempt collaboration before conflict.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Be mindful of your surroundings and of your fellow participants. Alert community leaders if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, even if they seem inconsequential.
- Remember that community event venues may be shared with members of the public; please be respectful to all patrons of these locations.

## 3. Unacceptable Behavior

The following behaviors are considered harassment and are unacceptable within our community:

- Violence, threats of violence or violent language directed against another person.
- Sexist, racist, homophobic, biphobic, transphobic, ableist, anti-asexual, anti-intersex, or otherwise discriminatory jokes and language.
- Posting or displaying sexually explicit or violent material. All content shared--spoken or shown--at SpeakOUT engagements, in particular, *must* be age-appropriate. For example: it is not appropriate to discuss specific personal sexual behaviors or activities at a high school or middle school age engagement.
- Posting or threatening to post other people's personally identifying information ("doxing").
- Disclosing someone's sexual orientation and/or gender identity to others without consent; **confidentiality should be the norm both within and beyond the SpeakOUT community**. Don't put people on the spot about their sexual orientation and/or gender identity with questions, jokes, or other comments that assume their consent or disclosure. Everyone deserves to determine for themselves in what ways, to what degree, at what time, and in what context they come out, even in (presumed) LGBTQIA+ spaces.
- Making someone's sexual orientation and/or gender identity the punchline of a joke.
- Refusing to accept, even jokingly, a person's stated sexual orientation and/or gender identity.
- Personal insults, particularly those related to gender, gender expression, sexual orientation, race, religion, or disability.
- Inappropriate photography or recording. Always obtain consent.
- Inappropriate or unwelcome physical contact. **You should have someone's consent before touching them.**
- Unwelcome sexual attention. This includes sexualized comments or jokes; inappropriate touching, groping, and unwelcome sexual advances.
- Deliberate intimidation, stalking or following (online or in person).
- Advocating for, or encouraging, any of the above behavior.
- Sustained disruption of community events, including talks and presentations.

#### **4. Weapons Policy**

No weapons will be allowed at SpeakOUT events, community spaces, or in other spaces covered by the scope of this Code of Conduct. Weapons include but are not limited to guns, explosives (including fireworks), and large knives such as those used

for hunting or display, as well as any other item used for the purpose of causing injury or harm to others. Anyone seen in possession of one of these items will be asked to leave immediately, and will only be allowed to return without the weapon. Community members are further expected to comply with all state and local laws on these matters.

## **5. Consequences of Unacceptable Behavior**

Unacceptable behavior from any community member, including sponsors/partners and those with decision-making authority, will not be tolerated.

Anyone asked to stop unacceptable behavior is expected to comply immediately.

If a community member engages in unacceptable behavior, the SpeakOUT Board may take any action they deem appropriate, up to and including a temporary ban or permanent expulsion from the community without warning (and without refund in the case of a paid event).

## **6. Reporting Guidelines**

If you are subject to or witness unacceptable behavior, or have any other concerns, please notify a community organizer, such as the SpeakOUT Executive Director, or a Board Member, or a Member of our Advisory Council, as soon as possible.

Additionally, SpeakOUT Board Members are available to help community members engage with local law enforcement or to otherwise help those experiencing unacceptable behavior feel safe.

## **7. Addressing Grievances**

If you feel you have been falsely or unfairly accused of violating this Code of Conduct, you should notify SpeakOUT's Chair of the Board or Executive Director with a concise description of your grievance.

## **8. Scope**

We expect all SpeakOUT participants to abide by this Code of Conduct in all community venues, SpeakOUT events, SpeakOUT engagements, and SpeakOUT trainings—online

and in-person—as well as in all one-on-one communications pertaining to community business.

This code of conduct and its related procedures also applies to unacceptable behavior occurring outside the scope of community activities when such behavior has the potential to adversely affect the safety and well-being of community members.

## **9. Contact info**

### **SpeakOUT**

P.O. Box 301223  
Boston, MA 02130  
877.223.9390

[info@speakoutboston.org](mailto:info@speakoutboston.org) (to contact Executive Director)

[chair@speakoutboston.org](mailto:chair@speakoutboston.org) (to contact current Chair and Vice Chair *only*)

## **10. License and attribution**

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Portions of text derived from the [Django Code of Conduct](#) and the [Geek Feminism Anti-Harassment Policy](#).