

# Code of Conduct

**The Midwest Morris Ale is committed to providing a safe experience for all attendees.** To make that happen, we need everyone to treat others respectfully and agree to the listed expectations.

These expectations apply while at the Ale site and while on tour.

## ***We expect that our attendees will:***

- Be conscious of the need for consent.
- Respect others' implicit and explicit boundaries, including personal space.
- "No" means no. Always respect "no" as an answer — whether the question concerns singing, socializing, or sex.
- Get verbal or nonverbal consent before touching another non-sexually. (Examples include: hugs, back rubs, touching hair, etc.)
- Get explicit verbal consent before touching another sexually. (Examples include: kissing, stroking, touching on or near genitals or buttocks, removing clothing, and any touch with sexual nature or intent.)
- Respect implied consent: During dance activities in which participation implies a level of consent to being touched in the dance, behave with respect and decorum. Seek verbal or nonverbal consent before engaging in any additional touch.
- Avoid intimidating, threatening, or stalking behaviors; unwanted sexually suggestive comments or gestures; and any other behaviors that would make another attendee feel unsafe or unwelcome.
- Respect others' gender identities, including using their correct pronouns. If you do not know the correct pronouns, it is acceptable to ask politely.
- Keep others' sensitive personal information private, including (but not limited to) body type, ability, race, ethnicity, age, employment/unemployment status, country of origin, gender identity or expression, sexual or affectional orientation, relationship status, HIV/STI status, religion or spiritual path.
- Refrain from racist, homophobic, transphobic, ableist, sexist, or other behavior that degrades, shames, or disrespects others for any aspect of their identity.
- Do your utmost to ensure that your behavior isn't making someone else uncomfortable or unsafe. Be your best self.

The bottom line: Our standard is "yes" means yes, or "affirmative consent." Always ask first and respect the answer you get. "No" still means no.

If asked to stop any behavior that violates this policy, attendees are expected to comply immediately.

Harassment can happen **to** anyone, **by** anyone — regardless of identity or orientation. We take all reports of harassment seriously. Depending on the situation, we may take a variety of actions to respond to harassment, up to and including removing the person from the event.

## ***How do I report harassment?***

### *During the event:*

If you feel that someone has violated your well-being or this code of conduct, we suggest the following steps:

1. We encourage you to talk to the person harassing you and ask them to stop.
2. If you don't feel comfortable doing that, or if it doesn't work, please speak to an on-site representative or email [conduct@midwestmorrisale.org](mailto:conduct@midwestmorrisale.org). Your board representative or team squire can help you identify these contacts. You can always bring a trusted friend.

### *After the event:*

Contact your board representative, any officer of the board, or email [conduct@midwestmorrisale.org](mailto:conduct@midwestmorrisale.org).

Board emails can be found on our website

(<https://midwestmorrisale.org/about-mwma/board-of-directors/>)

Reports will be handled confidentially when possible and legally permissible<sup>1</sup>. We won't judge the validity of your experience, and we'll assume that all reports are truthful. You always have the choice to make a report, or not — whichever you choose, there won't be any negative consequences.

## ***What happens after a report of harassment?***

First, we'll check with the person who was harassed and help you get anything you need, including medical care if appropriate.

From there, we'll talk with you about your options. Our goal is to support you and help you feel as safe and comfortable as possible in our space, and there are many ways we can do that. For example, we can:

- Be a safe space and person to talk to
- Keep an eye on a person's behavior
- Talk to people on your behalf and help resolve issues
- Help you find other options for transportation or housing if yours have become unsafe
- When appropriate, begin the process of removing an individual from the Ale or all future Midwest Morris Ales
- Help you deal with the police, if desired

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<sup>1</sup> Sexual conduct between an adult and a minor is not acceptable, regardless of consent. We will follow local law with regard to reporting these incidents.