

Code of Conduct

Expectations

Sydney ConFesters is a welcoming place where you can express your individuality amongst a non-judgemental and welcoming community, where you escape the narrow confines of societal expectation.

All Sydney ConFesters Inc spaces are intended to be SAFE spaces and we ask participants to be guided by the following:

- Be respectful
- No drug or alcohol abuse
- Be respectful of others view even when you disagree
- Be collaborative
- Recognise diversity
- Respect privacy
- Ask for consent for photography and audio-visual recordings
- Ask for consent before touching another person or their property
- Ask for parents consent before interacting with children
- Be aware of language diversity
- Handle disagreement constructively
- Act fairly, honestly, and in good faith
- Do not represent or misrepresent Sydney ConFesters without written permission of the official Sydney ConFesters representative.
- Abide by the law at all times
- Abide by site agreements at all times which includes but not limited to the following;
 - No nuts or glass onsite
 - No individual camp fires, use fire pit only
 - Not arriving before start dates & times as stated in invite
 - DO NOT access site's buildings or outdoor adventure activity equipment
 - Take your rubbish & kitchen surplus home with you
 - Put organic waste except t-bags in bin provided.
 - No cars to move across site after dark

Harassment and Abuse

NO means "NO"

MAYBE means "NO"

YES means "YES" & can be changed to a "NO" or "MAYBE" at any time.

Be respectful of verbal & non-verbal "NO's"

Sydney ConFesters is committed to providing a safe, respectful and harassment-free space for everyone. We do not tolerate harassment of or prejudice towards participants in any form.

This code of conduct applies to all Sydney ConFesters spaces, including online spaces. Anyone who violates this code of conduct may be sanctioned or expelled from these spaces at the discretion of a Sydney ConFesters committee representative.

Everyone is responsible for knowing and abiding by these rules.

Harassment includes:

- Offensive comments or jokes related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, age, race, or religion.
- Asking intrusive questions about someone's personal life, including his or her sex life.
- Unwelcome sexual attention.
- Physical contact without consent or after a request to stop.
- Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others
- Violence or Threats of violence.
- Deliberate intimidation.
- Stalking or following.
- Harassing photography or recording.
- Any other unlawful conduct toward others or their property.

The Sydney ConFesters prioritises marginalised people's safety over privileged people's comfort. The Sydney ConFesters 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
- Criticising racist, sexist, cissexist, or otherwise oppressive behaviour or assumptions

Reporting

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact Sydney ConFesters committee representative.

Sydney ConFesters reserves the right to exclude people based on their current or past behaviour, including behaviour outside Sydney ConFesters spaces and behaviour towards people who are not in Sydney ConFesters spaces.

We will respect confidentiality requests for the purpose of protecting victims of abuse.

At our discretion, we may publicly name a person about whom we've received harassment complaints, or privately warn third parties about them, if we believe that doing so will increase the safety others. We will not name harassment victims without their affirmative consent.

Consequences

Participants asked to stop any harassing behaviour are expected to comply immediately.

If a participant engages in harassing behaviour, Sydney ConFesters committee representative may take any action they deem appropriate, up to and including expulsion from all Sydney ConFesters spaces and identification of the participant as a harasser to other communities or groups.

Sydney ConFesters is responsible to contact the police and make a report of any unlawful conduct, including consultation with any person that is hurt or injured.

Thank you collaborating in creating and sustain a safe and vibrant space for all.

Sydney ConFesters Inc.

Reference - <https://grovegatherings.com/code-of-conduct/>