



The Gathering for Life on Earth

Code of Conduct and Anti-Harassment Policy

The Gathering is a co-created community event, honoring the Gods and Goddesses, the land, and the community. As such, it is intended to be a place where all are safe, respected and able to be fully themselves. Everyone participating in the Gathering is required to agree to the following Code of Conduct. This includes all participants, speakers, performers, vendors, and Board Members.

Harassment

We will not tolerate harassment in any form. It is everyone's right to an experience free from harassment or the fear of harassment, regardless of race or ethnicity, religion, gender, gender identity or expression, physical appearance, body size, sexual orientation, disability or age.

Anyone who violates this Code of Conduct may be sanctioned and/or expelled from and/or banned outright from this and all future Gatherings, at the discretion of the GFLOE Board. We reserve the right to take any actions we deem necessary to ensure our event has a welcoming, harassment-free environment and we take every report extremely seriously.

Harassment can include, but not be limited to:

- Continued one-on-one communication after requests to cease.
- Photography and recording without consent, or the manipulation of photographs or recordings made with the intention to offend, intimidate, embarrass or demean.
- Verbal, written, or social media comments that offend, intimidate, embarrass or demean, including those that reinforce social structures of prejudice or domination regarding race or ethnicity, religion, gender, gender identity or expression, physical appearance, body size, sexual orientation, mental illness, neurotype, language, disability or age.
- Deliberate misgendering or use of 'dead' or rejected names.
- Deliberate "outing" of any aspect of a person's identity without their explicit consent except as necessary to protect other Gathering community members or other vulnerable people from intentional abuse or harm.
- Threats of violence.
- Incitement of violence towards any individual.
- Patterns of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others.
- Gratuitous or off-topic sexual images or behaviour in spaces where they're not appropriate.
- Stalking, following or unwelcome attention.
- Unwelcome physical contact, sexual attention or simulated physical contact (eg, hugs, backrubs, etc.) without consent or after a request to stop.
- Any other behaviour designed to disrupt events or attendee's enjoyment of events.



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GFLOE prioritizes marginalized people's safety over privileged people's comfort. We reserve 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.

Consent

Only an enthusiastic "YES" means YES. Anything less is not consent. Rather than risk confusion, create a space where a "no" is always heard and respected, whatever form it may take.

- Coercion or emotional manipulation to get a "YES" is NOT consent. If the action persists, it may be cause for EXPULSION from the event.
- Communicate actively and often. Consent to one thing does not imply yes to any another.
- Know your personal boundaries and be comfortable expressing them.
- Be mindful of intoxicants or ritual effects. Under Canadian law, anyone under the influence of intoxicants cannot consent to sexual contact. Ritual can affect people in different ways, including taking them out of the here and now. If someone seems to be in an altered state, it is the same as if they are under the influence of alcohol or drugs.

Nudity

Partial nudity is allowed anywhere on the Gathering site. Under BC law, anyone can be topless in public, regardless of sex or gender identity.

As the site is also a public park, it may be best to reserve full nudity until after sundown.

- Clothing (tops, bottoms and shoes) is required in communal food preparation and eating areas.
- Nudity is not, in itself, sexual, and is not an invitation to sexual contact or comment. All people have the right to be nude without comment or ogling. If you find you are unable not to stare at a nude person, remove yourself from the situation.



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Sensuality and Sexuality

For many of us, sensuality and sexuality are sacred. The Gathering is also a child-friendly space, and children are allowed everywhere except designated Adults Only spaces.

Whilst adult activities have been a part of the former Aphrodite's Temple in the past, we ask that sexual activities be reserved to private camping spaces, as The Temple is now open to all.

In general, if a reasonable person would find an activity to be inappropriate to do in front of a 10-year-old, please take it to a private space.

Should you see anyone engaging in sensual or sexual activity that makes you feel uncomfortable because of where it is happening, or because you are concerned about whether consent was established, say something either to the people involved if you are comfortable doing so, or bring it to the attention of a GFLOE Board Member.

Reporting and enforcement

- If anyone, regardless of who they are, makes you or anyone else feel unsafe or unwelcome, please report it to a GFLOE Board Member as soon as you are able. We will take every report extremely seriously, in confidence and with the utmost respect.
- We will not ask that you confront anyone. You can also contact us through email after the event at together@gatheringforlife.org, though there may be less that can be done after the event is over. If you can connect with us during the event, please do so.

Consequences

- Participants asked to stop any harassing behavior are expected to comply immediately.
- If a participant engages in harassing behavior, the GFLOE Boards may take any action we deem appropriate, up to and including expulsion the Gathering and identification of the participant as a harasser to other Gathering community members or the general public.
- Actions which rise to the level of assault will be brought to the attention of the authorities (with consent of the victim) and will result in expulsion from the Gathering.



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Guidelines for good conduct

We expect the conduct and treatment of the Gathering community to resemble the very best conduct seen anywhere else and we do not think it will get in anyone's way of participating and enjoying themselves.

Nevertheless, for clarity and for everyone's comfort, you should always:

- Be sure you have a person's consent before you photograph or record them.
- Be respectful of other people's personal space and physical comfort. This includes ensuring you have their consent to embrace them.
- Be respectful in all forums and discussions, but particularly those that may relate to issues of discrimination or representation. It is your responsibility to participate in such things in a respectful manner and be considerate of all participants.
- Be conscientious; be aware of how your behaviour may impact those around you or those you are interacting with. Stop and think.

Thank you and we look forward to seeing you at The Gathering!

This document is inspired by and draws upon conduct codes from SHUX, Nine Worlds and the Geek Feminism Wiki. This document also borrows from XOXOFest's and Burn in the Forest's Codes of Conduct

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