

## Code of Conduct

GASH (Graduate and Alumni Scav Hunt) is committed to providing a safe experience for all participants. To make that happen, we need everyone to treat others respectfully and agree to a few expectations. These expectations apply both in HQ, elsewhere during the hunt, and at other events related to scav or sponsored by GASH. Any behavior that threatens individuals or makes anyone feel unsafe is a violation of the code of conduct, even if it occurs outside of scav-related activities.

It's hard to define inappropriate behavior exhaustively, but everyone knows it when they see it, more or less. We should strive to do none of it and thus see none of it; but also admit our own failures and show our willingness to change when we might fail.

### 2019 Representatives

- Maggie Vo, margaret.d.vo@gmail.com, 617-803-8306, captain
- John Payne, windmillchaser@gmail.com, 202-907-5794, facilitator
- Addy Peery, shawnteal.peery@gmail.com, 567-686-4334, at large
- Ellie Immerman, ellieimmerman@gmail.com, 413-355-3103, at large
- Kylie Mason (alternate) kylienm12@gmail.com, 805-423-5943

### Expected Behavior

We expect that all team members, as well as any other individuals in GASH HQ, 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 items, socializing, sex, or alcohol.
- 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 activities and item completion in which participation implies a level of consent to being touched, 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.
- Be mindful of power dynamics between team leaders (both formal and informal) and other scavies.
- 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.
- Please be extra sensitive and careful when speaking with team members you that you do not know well
- Refrain from degrading, shaming, or disrespecting others for any aspect of their identity, 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 or secular path.
- 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, individuals 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 team and GASH HQ.

### Reporting Harassment

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 contact one of the representatives, listed above and on the website. Captains and secretaries can help you identify these contacts. You can always bring a trusted friend.

Reports will be handled confidentially when possible and legally permissible.\* 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.

We will take reports seriously no matter when they are brought up. We understand that these incidents take time to process and understand, and you should speak up when you feel ready and comfortable. We do encourage you to alert us to issues as soon as you are able, in the interest of preserving a safe and comfortable scav environment for everyone, and being able to address issues promptly. However, that should not mean that you feel pressured to bring forward and issue before you are comfortable, or to feel that you cannot report an incident if you don't do so right away.

\*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.

### Steps After Reporting

First, we'll check with the person who was harassed and help them get anything they 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 GASH HQ and/or the team
- Help you deal with the police, if desired

### Violations

Violations of the code of conduct are taken very seriously. Consequences will be vary based on the severity of the situation, but may include:

- A formal warning, either verbal or written
- Request to leave GASH HQ and other Scav-related locations for a specified amount of time
- Request to leave GASH HQ and other Scav-related locations for the remainder of the Hunt
- Barring individuals from serving on Scav leadership, both Captains and FaciliTeam
- Formal expulsion from the team

Consequences will be determined by the representatives serving that year. In the event that one of them has a conflict of interest in a case, the remaining representatives will select an alternate team member to serve in their place. Any decision with greater consequences than asking an individual to leave HQ for a specific period of time will be made by at least two representatives.

In the event of permanent consequences, decisions may be revisited after a two year period, if the party can demonstrate changed behavior over that time, and victims (either of the original incident or other cases) feel safe having the individual on the team.

## Representatives

Representatives are chosen on a yearly basis. The representative team each year should consist of:

- 3-4 members, plus one alternate
- At least one captain, one member of facilitator team, and one team member who is not a part of leadership
- Must include a variety of genders\*
- At least 2 active members who will be in Chicago during the hunt

The gender make up of the HR team should represent the gender diversity of the team. However, we don't want trans or non-binary members to feel forced to serve as HR Rep as this would create an undue burden on them. Currently, the HR Team should include at least 1 man and 1 woman and we encourage participation in this process from individuals of all gender identities. If the demographics of the team change this decision should be changed as well.

Representatives may serve as many years as they are willing. If there are more volunteers than spots to fill, some preference should be given to having a mix of previous members, for continuity, and new members, to represent newer and younger team members. If an HR Rep should have a conflict of interest during a specific report of harassment, the HR Rep will not be involved with that particular decision and if necessary an alternate will be called. HR Reps should understand that this decision is not a judgment on their abilities but done to ensure every member of the team feels safe, comfortable and free to report any incident that may occur regardless of who is involved.

The representatives will be chosen based on volunteers following captains elections. All interested parties will be put up to team approval, with a period of at least one week for

anonymous concerns to be submitted by the team. Similar to reporting harassment, the team will assume all objections are true. If after examining the objections the team determines an individual should not serve as HR Rep they will be contacted about the objection. The team will not go into detail as to the nature of the concern and will only state that it occurred during the comment period.

GASH is always appreciative to anyone who puts their name forward to serve as HR Rep, even if they do not end up serving that year. Sometimes an individual might not be the right candidate for a particular year, as discussed below, but the desire to help keep GASH a safe and respectful environment is to be commended.

If there are more interested individuals after the comment period than there are spaces, volunteers may decide among themselves who will serve. If they cannot decide, or there is no preference, representatives will be selected by random drawing.

Terms run April 1 to March 31. However, if at all possible, issues will be resolved by the members to which they are first brought, even if that runs beyond the end of their terms.