

# Code of Conduct

## 1. Purpose

A primary goal of Fishing For Freedom - Quincy is to be inclusive to the largest number of participants, 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 gender, sexual orientation, ability, ethnicity, socioeconomic status, and religion (or lack thereof).

This Code of Conduct outlines our expectations for all those who participate in our event, as well as the consequences for unacceptable behavior.

We invite all those who participate in Fishing For Freedom - Quincy to help us create safe and positive experiences for everyone.

## 2. Expected Behavior

The following behaviors are expected and requested of all event participants:

- Participate in an authentic and active way. In doing so, you contribute to the health and longevity of this event.
- 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 event staff if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, even if they seem inconsequential.
- Remember that 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 event:

- Violence, threats of violence, or violent language directed against another person.
- Sexist, racist, homophobic, transphobic, ableist, or otherwise discriminatory jokes and language.
- Posting or displaying sexually explicit or violent material.
- Posting or threatening to post other people's personally identifying information ("doxing").
- Personal insults, particularly those related to gender, sexual orientation, race, religion, or disability.
- Inappropriate photography or recording.
- Inappropriate physical contact. You should have someone's consent before touching him/her.
- Unwelcome sexual attention. This includes sexualized comments or jokes, inappropriate touching, groping, and unwelcomed sexual advances.
- Deliberate intimidation, stalking or following (online or in person).
- Advocating for, or encouraging, any of the above behavior.
- Sustained disruption of the events.

## 4. Consequences of Unacceptable Behavior

Unacceptable behavior from any participant, including sponsors, volunteers and those with decision-making authority, will not be tolerated.

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

If an event participant engages in unacceptable behavior, the sitting directors may take any action they deem appropriate, up to and including a temporary ban or permanent expulsion from the event without warning.

## 5. Reporting Guidelines

If you are subject to or witness unacceptable behavior, or have any other concerns, please notify any event staff as soon as possible.

Additionally, event staff are available to help event participants engage with local law enforcement or to otherwise help those experiencing unacceptable behavior feel safe. In the context of in-person events, event staff will also provide escorts as desired by the person experiencing distress.

## 6. Addressing Grievances

If you feel you have been falsely or unfairly accused of violating this Code of Conduct, you should notify Fishing For Freedom - Quincy with a concise description of your grievance. Your grievance will be handled in accordance with our existing by-laws and processes.

## 7. Scope

We expect all event participants (contributors, paid or otherwise; sponsors; and other guests) to abide by this Code of Conduct in all event associated venues—online and in-person—as well as in all one-on-one communications pertaining to event business.

This Code of Conduct and its related procedures also applies to unacceptable behavior occurring outside the scope of event activities when such behavior has the potential to adversely affect the safety and well-being of the event and its participants and/or volunteers.

Contact information:

Fishing For Freedom Quincy, IL

532 Gardner Expressway

Quincy, IL 62301

217-779-3811

Participant Signature \_\_\_\_\_

Date \_\_\_\_\_

Witness Signature \_\_\_\_\_

Date \_\_\_\_\_