

GUIDELINES FOR CONDUCT

Kelowna Atheists, Skeptics & Humanists Association

Approved by KASHA Board April 4, 2018

Adapted from the BC Humanist Association's Code of Conduct.

- The Kelowna Atheists, Skeptics & Humanists Association (KASHA) is committed to providing an open and welcoming community that respects every participant's personal integrity and reasonable participation. KASHA activities, whether organized or informal, should be enjoyable, friendly, and informative.
- This policy covers conduct by persons attending KASHA-sponsored events or in KASHA sponsored printed or electronic media, or when formally representing KASHA at other venues. This policy applies whether such persons are KASHA members (as per KASHA bylaws) or not.
- The consequences of violation can include, but are not limited to: loss of membership and participation privileges with KASHA and its hosted and co-hosted activities, as well as with collaborating organizations (at their discretion).
- The general rule of conduct is friendly interactions without harassment.
- Discussion and disagreement are encouraged as part of free inquiry, but must not take the form of personal attacks, must respect each participant's right to withdraw from debate, and must acknowledge organizers' authority in managing events. (KASHA organizers are those who have been granted that status by the KASHA board and who organize and/or host events on behalf of KASHA.)
- When possible, participants should give each other the benefit of explaining behaviour found offensive or unwelcome. But explanations do not redeem violations, and those asked to stop any prohibited conduct are expected to comply immediately.
- Prohibited conduct may include but is not limited to:

~ harassment* related to gender, gender identity, gender expression, sexual orientation, disability, physical appearance, body size, race, age, ancestry, nationality, familial status, marital status, military status, pregnancy, socioeconomic status, or religion;

~ sexual images or displays in public spaces (except as appropriate to announced presentations or activities);

~ threats, abuse, or deliberate intimidation;

~ stalking;

~ harassing photography or recording;

~ sustained disruption of talks or other events;

~ inappropriate physical contact;

~ unwelcome sexual attention;

~ any form of unwanted attention initiated or continued without reasonable grounds for mutual interest or consent.

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- KASHA does not endorse or oppose any politician or political party, and we welcome members and participants across the political spectrum. KASHA may take a position on specific policies put forward by any party or politician, but that does not imply support of, or opposition to, the party or the politician in question. KASHA representatives (such as board members, spokespersons, organizers, online moderators, etc) must take reasonable care not to give the impression that their personal support of a political party or politician represents the position of KASHA.
- In general, participants should seek explicit consent prior to directly messaging another participant unless sender and recipient already know each other personally or it is an appropriate continuation of a KASHA conversation or activity.
- Promotion of other organizations and/or distribution of any promotional materials at a KASHA event or in any KASHA online forum requires prior approval from a KASHA organizer. Also, please do not promote KASHA at any other organizations without first obtaining approval from that organization.
- Where video recordings and photographs are used for KASHA publicity or documentation of events, participants may request that they not be tagged by name, or that photos and videos be modified to remove them, with no specific justification required.
- Please report potential offenses to the relevant online moderator or event organizer, or to any KASHA board member. You can find the names of KASHA board members under the “About” tab on our website. There is no time limit on when potential offenses can be reported, but sooner rather than later is preferable.
- KASHA online moderators or event organizers may ban offenders from their activity or online forum (including Facebook) at their sole discretion. KASHA board members may, at their sole discretion, ban offenders from any specific activity, or suspend them from membership and future activities.
- KASHA moderators, organizers, or board members who receive a report of a potential offense and/or who issue a ban or suspension must record and share this information with the full KASHA board within 21 days.
- **Such reports will be handled at all levels with confidentiality and with anonymity of the complainant preserved unless otherwise agreed with the complainant, or unless disclosure is required by law.**
- Potential offenses may also be reported by email (grow@askuskelowna.ca). Such reports must include return contact information.

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- Suspension from membership and participation in events must be resolved by the KASHA board within three months: by reinstatement, probation as defined by the board, or expulsion according to the KASHA by-laws, or else the suspension ends. Appeals, whether for further investigation of potential offenses or for reinstatement, can be initiated by contacting any member of the KASHA board. Appeals will be resolved by the full KASHA board, or delegated to a nonleadership investigative committee, as appropriate, to ensure a fair process and safe KASHA community.
- Participation in any of KASHA's activities, events, or online forums implies acceptance of these Guidelines for Conduct.

* Harassment, as defined by the BC Human Rights Clinic, is generally “conduct or comment that a reasonable person would consider to be objectionable or unwelcome. The conduct or comment typically humiliates, intimidates, excludes or isolates individuals and is often accompanied by threats or promises regarding opportunities and conditions. Harassment can be a single, serious incident or a series of repeated incidents.” via <http://www.bchrc.net/harassment>