

INACS Cultural Awareness Policy

August 19, 2017

The following policy has been developed to provide clarity on expectations and guidelines for behavior of all INACS board members, general members, advisors, associates, and all attendees at any events sponsored by INACS or held at the INACS' offices. It is also an addendum to the INACS' Code of Ethics; all INACS board members, associates, event organizers or volunteers are expected to read and sign it (in addition to the general Code of Ethics).

INACS intends to provide a welcoming, fun, and safe environment for all attendees at INACS events, as well as at all Austin Consciousness Community events that are held at the INACS' office. We do not tolerate harassment in any form. Discriminatory language, imagery and/or behavior is not appropriate for any event held in the INACS' office. Event organizers and INACS board members have the duty and power to investigate all reported incidents of harassment and to remove confirmed harassers from the INACS offices.

Harassment is understood as any behavior that threatens another person or group or produces the perception of an unsafe or uninclusive environment. It includes offensive verbal comments or non-verbal expressions related to gender, gender identity, gender expression, sexual orientation, disability, physical appearance, body size, race, culture, age, religious beliefs, and/or sexual or discriminatory images, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks, discussions or other events, inappropriate physical contact, and unwelcome sexual attention.

Conflict Resolution

1. Initial Incident

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please consider first informing the offender by describing the behavior that you consider objectionable and asking him or her to stop. The offending behavior may be unintentional, and the accidental offender and offended may resolve the incident in this manner with the offender ceasing the behavior and/or apologizing.

If you believe that bringing up the incident with the offender will have negative or unsafe consequences for you or may lead to further offenses, then please inform an organizer of the event you are attending or a member of the INACS board who is present at the event about the incident.

2. Escalation

If the offender insists that he/she did not offend, or if the offender continues the harassment after being asked to stop, then you may need a third party to address the issue. If you are at an event, find an event organizer or INACS board member and inform them about the incident and specific behavior.

3. Investigation

Event organizers and INACS' board members are obligated to investigate thoroughly any reported incidents of harassment by seeking private accounts of the incident from all concerned parties.

4. Sanctions

Participants asked to stop any harassing behavior are expected to comply immediately. If a participant continues to engage in harassing or threatening behavior after being notified of the offending behavior, event organizers may take any of the actions specified below that they deem appropriate.

Specific sanctions may include:

- warning the offender to cease the offending behavior, and that any further reports will result in other sanctions
- requiring that the offender avoid any interaction with and limit physical proximity to their victim for the remainder of the event
- requiring that the offender immediately leave the event and not return
- not allowing the offender to attend future events
- immediately ending any event, volunteer responsibilities, or privileges that the offender holds and requiring that the offender not volunteer for future events (either indefinitely or for a specified time period)

If an event organizer takes any of the above actions, he or she will be sure to notify an INACS' officer (president, vice-president, secretary, or treasurer) within 24 hours, being sure to describe the nature of the offending behavior, the identity of the offender, and any action(s) that he or she carried out. The INACS' officer will then notify the INACS' Administrative Committee by email within 24 hours.

INACS expects participants to follow these rules at all events held in the INACS' offices. Event organizers will help those experiencing harassment to feel safe for the duration of any events that they organize or lead.

We value your participation in the Austin Consciousness Community, and your efforts to keep the INACS' office a safe and friendly space for all participants!