



Code of Conduct

Our **Code of Conduct** outlines our expectations for any that volunteer for our organization, hold positions in our organization, or participate in any events or social spaces under our jurisdiction.

Our baseline expectation is that all who are at our events or in our social spaces are dedicated to providing a safe, welcoming, and harassment-free experience for everyone. This and the following must be held to regardless of someone's gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race or religion.

Anti-Harassment Policy

Harassment can take on many forms, and is ultimately defined by the victim. Intention is not relevant when determining whether conduct is considered to be harassment, nor is it necessary for the harassed person to tell the harasser that their behavior was unwelcomed and/or offensive.

The Role Initiative does not tolerate any instances of harassment, and takes all reports seriously. Here are some examples of what The Role Initiative considers harassment:

- Physical assault
- Verbal or non-verbal harassment related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race or religion.
- Sexual harassment, unwanted physical contact, unwanted sexual advances or attention.
- Deliberate intimidation, stalking, following, inappropriate photography or recording.

Anyone at our events or spaces that has been reported as a harasser will be asked to stop all harassing behavior in accordance with our disciplinary actions, listed further in.

Reporting Harassment

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of The Role Initiative team as soon as you are safe to do so.

- At any time, you can reach out to anyone within TRI Leadership at <https://theroleinitiative.org/leadership-team/>
- If on Discord, you can reach out to any of our moderators or anyone with the TRI Leadership role (as shown in the membership sidebar)
- If at an in-person event, any of the event administrators and HQ volunteers can help you with reporting or other questions you may have.

Disciplinary Action/Resolution

Those that are found to be violating our code of conduct may have one or more of the following actions taken against them:

- Warned to cease and desist the violating behavior, with any further reports resulting in escalation and further sanctions.
- Asked to leave the event or social space immediately.
- Banned from any future events or social spaces run by TRI.
- Reporting and/or handing over to the appropriate authorities.

