



Respectful Space and Safe Events Guidelines

Footsteps is committed to promoting a safe and hospitable environment for events where everyone who attends is treated respectfully, and the organization is sharing new guidelines in support of this commitment.

One of Footsteps' core values is to promote the free exchange of ideas. Therefore, critical examination of beliefs, including critical commentary on another person's views, does not, in and of itself, constitute hostile conduct or harassment. However, Footsteps has zero tolerance for communication or behavior that is offensive, degrading, coercive, or disruptive, or that has the purpose or effect of interfering with someone's participation in or enjoyment of an event.

Communication and conduct prohibited by these guidelines include (but is not limited to) harassment based on race, color, creed, religion, national origin, sex, marital status, partnership status, family status, caregiver status, sexual preference, status with regard to public assistance, mental or physical impairment, sexual orientation, gender identity or expression, veteran status, uniformed service, age, other group identity, or other characteristic protected by law.

While disagreement and critical examination are welcome, conduct that would violate these guidelines include:

- Yelling at or threatening members, staff, guests, speakers or observers
- Significantly disruptive conduct that impacts the experience of others at the event
- Visible or out of control intoxication
- Repeated interruption of a speaker or performance
- Creation of an atmosphere of harassment or intimidation, including but not limited to stalking (whether physical or virtual)
- Conduct or communication that would offend a reasonable person, including but not limited to unwelcome attention; remarks or conduct having sexual innuendo; derisive humor about race, sex, gender, or other classifications; comments intended or construed as being derogatory to an entire class of persons
- Actual, threatened, or implied retaliation against a person for complaining about a violation of these policies or for cooperating with an investigation into a complaint

What to do if you experience or see unsafe conduct:

If you experience or witness hostile or harassing conduct, you should contact Footsteps staff. If safe to do so, the person(s) who is the targeted subject, as well as any witness(s) may also demand that the offenders stop the offensive conduct or communication.

No one shall be retaliated against for complaining in good faith about a violation of these policies or for cooperating with an investigation into a complaint. The identities of persons participating in an investigation and the information they provide will not be shared with individuals who do not have a legal or legitimate need to know.

Reports of hostile or harassing conduct will be promptly addressed. As a first response, staff will speak with the person about whom the complaint has been made, to identify the behavior and request it be stopped. If the action or behavior continues, the offending person may be asked to leave the event and their membership status may be revisited.

If a member or other event participant is intoxicated or under the influence of mind-altering substances, and their behavior is disorderly or aggressive, staff may require that person to leave the event. Staff will work to find a reasonable accommodation for that member to get home.

These guidelines cover events that Footsteps holds events for its members, events that we sponsor, and events for which we provide our facilities. These policies apply to members, staff, volunteers, guest attendees, and observers, including media representatives.

These guidelines are in effect as of 1.10.18. The text of this document will be adopted formally by the Footsteps board into standing policy after a period to allow for feedback. If you have any questions or comments about this draft, please direct them to safetytaskforce@footstepsorg.org.