

Safer Space Guidelines & Code of Conduct for Org

Don't let the rules scare you! They are here to protect everyone, not to intimidate people from positive interactions and exploring gender and sexuality. Our participants are asked to be inclusive and help us create a safe and positive experience so all are comfortable to express themselves and share experiences, without fear of discrimination, retaliation, intimidation, or coercion.

As safety is relative to each individual's experience, validating the experience of everyone in the room creates the safest environment possible. This is crucial for an LGBTQ+ space, as sensitive topics involving traumatic and deeply personal experiences, and publicly undisclosed sexual and gender identities are involved. Despite good intentions, sometimes one may be unaware of particular issues or have inconsiderate moments. Clear guidelines promote mindfulness, openness to new concepts, and learning about what makes others unique. This code outlines the expectations for those who participate and consequences for any unacceptable behavior.

Respect and Safety Affirming Behaviors:

Assume Diversity - Participants will strive to respect each others identities, boundaries, experiences and each others opinions.

Participants will strive to respect others' right to privacy both during this dialogue and beyond. Best practice includes not pushing fellow attendees to disclose information they are not comfortable sharing.

Participants will strive to ensure consent of fellow participants when taking any photos or videos and sharing such media.

Assume positive intent. If someone does or says something that crosses a boundary, gently let them know, but do not automatically assume they intended harm. Be kind. Remember, this is a journey, each person is at a different place
Be aware that your actions and words may have unintended effects on other people and that their feelings are valid, regardless of your intentions.

Share time: Avoid raising your voice, interrupting or talking over anyone else. Make sure everyone gets a chance to speak by including those who may be less confident or have diverse communication needs.

Take care of your own safety. If you need to step out, feel free to do so. If you feel unsafe or witness abusive or inappropriate behavior, inform an event host or organization leader.

Reporting Code of Conduct Violations

Please report actions and comments that make you feel uncomfortable by speaking to an event leader - they will be taken seriously. You can also contact us via Facebook, Discord, or

email. If you feel an event leader has treated you unfairly, contact the steering committee at Bi+PrideMilwaukee@gmail.com.

For the safety of all attendees, the following behaviors are prohibited:

- Discrimination of any kind, including that which is not overt
- Physical violence, the threat of physical violence, or any behavior that endangers the safety of any individual or group
- Harassing, threatening, or humiliating others
- Personal insults and demeaning or argumentative comments
- Possession or use of weapons

Actions that violate these terms or the law may result in the following responses:

- Offer a reminder or redirection,
- Listening to involved parties in a private space
- Talking to others that are involved
- Asking for an apology
- Asking some individuals to leave others alone
- Asking involved parties to give one another space
- Excluding individuals from the rest of the event
- Excluding individuals from future events.
- Refer the situation to group leadership for further review

Enforcement of this Code of Conduct will be at the discretion of the steering committee, who may make other reasonable requests not included here, as well as take other necessary action.

Bi+ Pride Milwaukee Reserves the right to:

Temporarily or permanently restrict access to services, programs and social media spaces at the discretion of the steering committee, which may be informed by the severity or pattern of the behavior.

For events held at the Milwaukee LGBT Center, the Center's rules and policies will supersede ours, and LGBT Center Staff will act at their discretion. Your behavior may result in suspension from building(s) and activities, and as a last resort, we may contact 911 in the event that violence, crime, or health and/or safety are threatened.

Whenever possible, Bi+ Pride Milwaukee will support opportunities for suspended individuals to re-engage with us. This will occur on a case-by-case basis and may include a two-way discussion, recognition of the harm caused to people, making amends, and forgiveness. Egregious actions or repeat suspensions may be subject to permanent expulsion from the organization and its spaces and/or events.

The steering committee is permitted to take into consideration past action, present circumstances and new developments that are not currently enumerated in the code of conduct as needs arise.