

DigitalNaturalism



Code of Conduct Form

Please print your name here:

SAFE SPACE AND ANTI-OPPRESSION POLICY

Adapted from Signal Fire <http://www.signalfirearts.org/>, March 2017

The Digital Naturalism Conference (“Dinacon”) seeks to achieve a collaborative spirit on all of our trips, at our events, and in our communications as we highlight the unique and extraordinary people who choose to join us. We do this by offering a space that fosters creativity, resilience, and positive change in the face of challenging times. At the core of Dinacon, we try to replicate in our collective space the world we wish to see: one that is radically egalitarian and not oppressive.

Because of our efforts to bring participants out to remote places, potentially pushing their edge of comfort, our commitment to safety and our intolerance for oppressive behavior is taken seriously. Despite our desire to maintain an anti-authoritarian ethic, due to the nature of these trips there may be times that the committee members running Dinacon ask for specific actions by the participants in order to maintain the safety of the group. We expect such demands to be clearly articulated and immediately followed. The committee reserves the power to remove a person from the trip or the group with minimal deliberation if a situation is deemed unsafe for any participant.

Equity Policy

Dinacon is a non-discriminatory organization that seeks to both support and empower its affiliates. All participants are expected to maintain openness on basis of physical and mental ability, socio-economic class, educational levels, regional origin, and identity variance. We expect people to be conscious of privilege in respect to ability, economics (class), race, culture, age, education, identity, size, or regional origins in systematic practices and across all aspects of Dinacon’s programming.

Participants are expected to use the language preferred by a person in reference to their name, identity, pronoun, physical and mental ability, etc as well as being expected to respectfully educate others in the group about those preferences. All participants are expected to promote and support considerate, inclusive language and remain conscious of language’s possible effects on others in reference to systems of power and privilege, accessibility, and cultural competency. We expect new use of language when it has been identified to an individual or the group as being offensive or oppressive.

Sexual Harassment and Assault

Dinacon has no tolerance for sexual harassment or assault of any kind. Sexual harassment may include a range of subtle and not so subtle behaviors and may involve individuals of similar or different

genders. Depending on the circumstances, these behaviors may include, but are not limited to: unwanted sexual advances or requests for sexual favors; sexual jokes and innuendo; verbal abuse of a sexual nature; commentary about an individual's body, sexual prowess or sexual deficiencies; leering, catcalls or touching; insulting or obscene comments or gestures; display or circulation of sexually suggestive objects or pictures; and other physical, verbal or visual conduct of a sexual nature. Gender-based harassment, that is, harassment not involving sexual activity or language (e.g., a male leader corrects only female participants and not males) may also constitute discrimination if it is severe or pervasive and directed at participants because of their gender identity.

We expect each participant to:

- Respect physical and emotional boundaries
- Obtain explicit verbal consent before touching or engaging in discussions of an intimate nature
- Not film or video people without their permission
- Respect the opinions, beliefs, and points of view of others
- Strive to make other participants comfortable

In the event that a participant feels they have witnessed or experienced harassment or been assaulted by another participant, they should tell a committee member of Dinacon as soon as possible, no matter the time of day or night or situation. Dinacon will work with the person to communicate and get consent on a plan forward. In most instances, the person accused of harassment or assault will be given the opportunity to explain their interpretation of the event before being removed from the trip.

Alcohol and other drugs

The use of alcohol and other drugs increases safety risks significantly. It also puts our entire organization at risk. We support an ethic of free choice, while expecting cooperation and individual responsibility for the shared space. We expect that any choices made in regard to controlled substances will be made with the safety and comfort of the group in mind. We request participants with a history of addiction to share this with the committee as part of your health information, as it will aid us in understanding how to help you in case of an emergency.

NO BLAME WAIVER

By participating in DINACON, I acknowledge that I will be engaging in outdoor activities that are potentially dangerous, including but not limited to; walking, hiking, backpacking, swimming, boating, kayaking, biking, and camping events organized by other participants, volunteers, and members of DINACON. DINACON is a meetup organization where artists, musicians, writers, biologists, technologists, and others meet to participate in outdoor activities and residencies called Outings (“Outings”).

The waiver of liability is an agreement that attendance at these Outings are strictly voluntary and of my own choice and that I agree 100% to accept personal responsibility for all and any foreseen and unforeseen events that may occur during, including to and from, DINACON Outings.

I understand that during my participation in DINACON Outings, I may be exposed to a variety of hazards and risks, foreseen or unforeseen, which are inherent in each Outing and cannot be eliminated without destroying the unique character of the Outings. These inherent risks include, but are not limited to, the dangers of serious personal injury, property damage, and death (“Injuries and Damages”) from exposure to the hazards of outdoor activities and travel to and from these activities.

DINACON has not tried to contradict or minimize my understanding of these risks. I know that Injuries and Damages can occur by natural causes or activities of other persons, animals, trip members, trip organizers and assistant organizers or third parties, either as a result of negligence or because of other reasons.

DINACON, its organizers, assistants, volunteers, and Outing participants take no responsibility for me and will not be held responsible for any injuries or accidents that may occur during Outings. Outdoor recreation is inherently dangerous and accidents will happen and that risks of such Injuries and Damages are a part of adventure Outings. I appreciate that I may have to exercise extra care for my own person and for others around me in the face of such hazards. In consideration for my acceptance as a participant on Outings, I confirm my understanding that:

* DINACON does not guarantee or confirm the qualifications of any of the organizer, or assistant organizers, or members to lead or manage or set-up Outings or trips nor are they necessarily trained to respond during an emergency by providing first aid, CPR, or any rescue action. I further understand that on these Outings there may not be search, rescue, medical facilities or expertise necessary to deal with the Injuries and Damages to which I may be exposed.

* The Outings officially begins and ends at the location(s) designated by DINACON. The Outing does not include carpooling, transportation, or transit to and from the Outings, and I am personally responsible for all risks associated with this travel. This does not apply to transportation provided by DINACON during the Outings.

* If I decide to leave early and not to complete the Outing as planned, I assume all risks inherent in my decision to leave and waive all liability against the DINACON arising from that decision. Likewise, if the leader has concluded the Outing, and I decide to go forward without the leader, I assume all risks inherent in my decision to go forward and waive all liability against DINACON arising from that decision.

* Backpacking/hiking/camping/swimming/boating are physical activities involving a large amount of walking and physical exertion. Participants must be in good general health, free from cardiovascular and respiratory disease, and have good exercise tolerance. I will get my physician's approval before commencing such activities.

* To the fullest extent allowed by law, I agree to WAIVE, DISCHARGE CLAIMS, AND RELEASE FROM LIABILITY DINACON, its officers, directors, organizers, assistant organizers, employees, agents, and leaders from any and all liability on account of, or in any way resulting from Injuries and Damages, even if caused by negligence of DINACON, its officers, directors, organizers, assistant organizers, employees, agents, and leaders, in any way connected with this Outings.

* I further agree to HOLD HARMLESS DINACON, its officers, directors, organizer, assistant organizers, employees, agents, and leaders from any claims, damages, injuries or losses caused by my own negligence while a participant on the Outings. I understand and intend that this assumption of risk and release is binding upon my heirs, executors, administrators and assigns, and includes any minors accompanying me on the Outings.

* This Agreement is intended to be as broad and inclusive as is permitted by law. If any provision or any part of any provision of this Agreement is held to be invalid or legally unenforceable for any reason, the remainder of this Agreement shall not be affected thereby and shall remain valid and fully enforceable.

*I have read the attached Safe Space and Anti-Oppression Policy and agree to abide by the expectations. I understand that I may be removed from a trip if the guides feel that I am negatively impacting the physical or emotional well being of the group.

* I have read the No Blame Waiver and agree to voluntarily assume all risks of such Injuries and Damages.

_____ (sign name)

_____ (date)

_____ (print name)