



Pleasure Dome

Code of Conduct

All community participants—including members and guests of members, event hosts, sponsors, presenters, exhibitors, audience members, artists and attendees—are expected to abide by this code of conduct.

By becoming a member of Pleasure Dome, or attending or hosting any event at Pleasure Dome in any capacity, you agree to abide by this code of conduct, and cooperate with organizers who enforce it.

Expected Behavior

We insist that everyone who uses the space remains mindful of, and takes responsibility for, their speech and behavior. This includes:

Always acting out of respect and concern for the free expression of others.

- Actively listening to others and not dominating discussions.
- Respecting physical and emotional boundaries. Always ask before touching, and check in before discussing topics that may be triggering.
- Not making assumptions about identity, experiences, or preferred pronouns.
- Not using words that are racist, sexist, homophobic, classist, transphobic, cissexist or ableist.
- Humbly accepting respectful correction (or correcting yourself!), keeping in mind that the impact of your words on other people is more important than your intent.

Unacceptable Behavior

We believe that failing to address dynamics of hierarchy, power and privilege alienates and further victimizes our members and prevents us from creating the safe equitable space we want.

We do not tolerate oppressive behavior, harassment, destructive behavior, or exclusionary actions.

Oppressive behavior: any conduct that demeans, marginalizes, rejects, threatens or harms anyone on the basis of identity, background, or ability.

Harassment: deliberate intimidation; stalking; following; harassing photography or recording; disruption of events; aggressive, derogatory, or threatening comments; and unwanted physical contact or sexual attention.

Destructive behavior: damaging or altering any part of the building, inside or out, including furniture, equipment, or other people's belongings.

Exclusionary actions: denying certain participants opportunities to share views, skills and other contributions; engaging in favoritism; and creating or reinforcing an inequitable learning environment.

Anti-community actions: Refusing to pay for a ticket, heckling or harassing presenting artists or the organization.

Deliberately stopping or slowing down the functioning of annual general meetings. Harassing board members.

Stalking board members on social media, or on their private emails, or at events.

Enforcement

Anyone asked to stop unacceptable behavior is expected to comply immediately.

Anyone who engages in sustained unacceptable behavior may be sanctioned or permanently expelled from the community without warning (and without refund in the case of a paid event).

What to do if you need help

If you witness or are subject to unacceptable behavior, or experience marginalizing or silencing behavior that limits your participation in any Pleasure Dome event, please talk to a member of the Pleasure Dome board collective.

Your conversation will be held in confidence.

When you come to us with a problem during an event, it is our top priority to help you feel as safe as quickly as



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possible. Next, the board of directors, or a sub-group of the board, will meet to decide what our response will be in accordance with our anti-harrassment policy and diversity and inclusiveness statement. Then, we will warn or remove the offender depending on the circumstances, taking your and the community's safety and wishes into account. If the problem does not impact your human rights or safety, we may ask the involved parties to leave the event and schedule a time to engage in negotiation and mediation at a later date.