



calling all crows

Community Guidelines

Calling All Crows is dedicated to providing an inclusive event experience for everyone regardless of gender identity and expression, sexual orientation, disabilities, neurodiversity, physical appearance, body size, ethnicity, nationality, race, age, or religion.

We can't control everyone's behavior, but we will do our best to influence them and to be responsive if someone acts toward you or another event participant in a harmful way.

If you or another person needs help at our event, please find any staff member or volunteer in a Calling All Crows t-shirt or text 617-982-3192 for help.

As you enter this Calling All Crows community space, you are agreeing to take part in creating an inclusive, safe, and fun event, with the following in mind:

We rock with these values:

- **Affirm:** We're here to lift each other up, not pull each other down
- **Be Kind:** Consider how your behaviors and words will impact others.
- **Get Consent:** Ask for permission before touching, filming, or photographing.
- **Exude Curiosity:** We don't know it all, but we all know something. Seek out the knowledge, skills, experiences, and stories in this community.
- **Grow:** We're here to learn and grow together, so don't stop at curiosity!
- **Seek Joy:** Joy, community, and connections sustain movements.
- **Invite Accountability:** If you make a mistake, especially one that hurts someone, take responsibility to understand if/how you can contribute to healing the harm and preventing similar harm in the future.

We do not rock with these behaviors:

- Slurs; insults; unwelcome sexual propositions, jokes, and comments; threats
- Any unwelcome touching, assault, groping
- Stalking, blocking someone's path, cornering someone, leering at someone
- Making sexual gestures or displaying sexual drawings or photographs

What to expect from us if you or someone else goes against these guidelines:



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- We will prioritize the safety of whoever was harmed through connection to medical professionals, friends on-site, and/or law enforcement as desired, plus referrals to local resources off-site as needed; and
- We will swiftly take action to ensure the safety of other community members through direct communication with the person or people who caused this harm. This action can range from a documented warning to removal from the event depending on the severity of the behavior and the input of the person harmed.

It is our expectation that everyone here will behave kindly and with care, but if someone does harm you at a Calling All Crows event, we hope we've created an environment where you feel safe and comfortable asking our team for assistance and support.