

CALLING ALL CROWS

COMMUNITY GUIDELINES & AGREEMENTS

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'll 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 (857) 201-0405 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 we'll do if you or someone else goes against these guidelines:

- Prioritize the safety of whoever was harmed through connection to medical professionals, friends, and/or referrals to local resources as needed; and
- Swiftly take action to ensure the safety of other community members through direct communication with the person(s) who caused this harm. This can range from a documented warning to a ban from future events depending on the severity of the behavior and the input of the person harmed.

We expect that everyone here behaves kindly and with care. If someone does harm you, we hope we've created an environment where you feel safe asking for support.