



Online Moderation Policy

Policy Statement:

Queer Yukon Society (QYS) is committed to fostering harassment-free community spaces where all employees, volunteers, and community members are treated with respect and dignity.

QYS recognizes and values diversity. We strive towards creating spaces that support, promote, and celebrate the beautiful and complex identities within our communities.

QYS acknowledges that we have more to learn and that no space is completely “safe”. We know that we have work to do to build capacity within our board and staff to recognize discriminating and threatening behaviours, especially towards identities that we do not personally hold. Our vision is a strong and vibrant LGBTQ2S+ community in Yukon.

QYS has a zero tolerance policy for any form of discrimination, violence or harassment based on (but not limited to):

- ancestry, including colour and race;
- national origin or immigration status;
- ethnic and/or linguistic background (language) and/or origin;
- religion or creed, or religious belief, religious association, or religious activity;
- age;
- sex;
- pregnancy, and pregnancy related conditions;
- two-spirit identity;
- gender identity and/or gender expression;
- sexual orientation;
- physical and/or mental ability;
- criminal charges and/or criminal record;
- political belief, political association, and/or political activity;
- marital or family status
- source of income or economic status

Queer Yukon Society (QYS) is committed to creating safer community spaces for our community members to connect. As such, we reserve the right to take action if comments or actions appearing in our online spaces (from performers or audience members) are reasonably interpreted by our online moderators (including select staff, volunteers, and/or board members) as racist, cultural appropriation, homo/bi/transphobic, misogynistic, ableist, xenophobic, ageist or otherwise abusive, destructive, harmful or threatening to the safety of others.

Whenever possible, we will seek to hold community members accountable through challenging harmful comments or actions and providing opportunities for community members to accept responsibility for their behaviour and to demonstrate appropriate behaviour moving forward.

At QYS' discretion, particularly offensive comments may be deleted, and users may be restricted from commenting, removed from an event, or banned from our social media platforms. In severe cases, individuals making harassing comments online may also be banned from our in-person spaces or events.

Social Media

- We commit to moderating the comment sections of our social media. Our intention is to address offensive or harassing comments as soon as we become aware of them.
- Comments that are interpreted to be particularly harmful will be deleted and the moderator will provide an explanatory comment on why this action was taken.

Online Events

- All online events will have at least one moderator present while the event is live to help ensure harassment-free community spaces.

Documenting Evidence

- For the purposes of working towards future accountability, improving the ways in which we create safety in our spaces and events, and supporting those who have experienced harassment and/or discrimination, comments and/or actions that have been raised as harassment and/or discrimination will be documented and stored on the QYS internal server.
- Staff and/or moderators will consider if further follow up is required.
- QYS will maintain confidentiality by limiting the accessibility of evidence to: moderators, those directly involved, and those participating in an accountability forum or an appeal process.

Responsibility

- As the organizers of an event, staff and/or a designated online moderator are responsible for ensuring that the participants in an online event or those accessing an online space are treated with respect and dignity.
- Staff and/or a designated online moderator will make decisions in relation to the appropriate follow up action required on a case by case basis.

Follow Up

Types of follow up actions may include (but are not limited to):

- Checking-in with community members following a complaint or incident of banning, where possible.
- Informing the QYS board of directors that an incident has taken place without disclosing confidential information.
- Letting event organizers know that an episode of harassment has taken place while withholding confidential information.
- QYS is required to file a report with a relevant authority if we believe there is a credible threat of self-harm, harm to another person, or death threats.

Appeal Process

- Anyone who disagrees with the action of the moderator, may appeal the decision by contacting info@queeryukon.com.
- This email should include information about the online event or community space where the incident occurred, a general summary of what transpired, and why the person believes this decision should be overturned.
- The appeal will be received by the President of the board. Where possible, the President will consult with the online moderator and present the case for the consideration of the QYS board.

Accountability

Queer Yukon Society's staff and board may also reinstate a volunteer or community member's permission to attend events and spaces if they are deemed to be appropriately remorseful, apologetic, have demonstrated actions to that effect, and understand appropriate behaviour moving forward. We may also invite the person to engage in a community accountability forum. This will be determined on a case-by-case basis by an ad-hoc committee which shall include members with a diverse range of identities and experiences.

Reporting

If you experience and/or witness discrimination and/or harassment in a QYS community space (online or in-person):

- QYS encourages you to reach out to the event organizer as soon as you feel safe to do so, or to contact us at: info@queeryukon.com.
- We recognize that there may be times when community members may need to bring experiences of harassment and/or discrimination from staff, volunteers, and/or board members to our attention. In these situations, QYS will take these reports seriously and anyone directly involved in the incident mentioned will not participate in any resulting investigation.
- QYS will ensure the confidentiality of those filing reports by limiting the discussion of complaints to the QYS staff and board only, unless the individual affected gives their consent for such details to be made available to the community.
- QYS will have the option for individuals to submit feedback anonymously through the Queer Yukon website.
- QYS is committed to responding to these incidents immediately.

Feedback About this Policy

This policy was put in place in July 2020 in order to provide a basic framework to help keep people safe at Queer Yukon events. More work and community consultation are needed to make stronger policies in the future. Queer Yukon Society is open to change, so please let us know if you have feedback on this policy by contacting: info@queeryukon.com