



Community Member Code of Conduct

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

Community Standards

We ask all Community Members who access our online and in-person community spaces to help maintain an environment that helps us build community instead of tearing one another down. All Community Members (including staff, volunteer, board members, and individuals from the broader community) are expected to follow these Community Standards:

- Discrimination, harassment and/or sexual harassment (described below) will not be accepted in Queer Yukon Society Community Spaces.
- We encourage people to express themselves freely while still respecting the dignity and self-worth of others. Words or actions that cause harm or violence will not be accepted in our community spaces.
- Cultural appropriation will not be accepted in our community spaces because it does not respect the dignity and self-worth of others. Cultural appropriation is “the unacknowledged or inappropriate adoption of the customs, practices, ideas, etc. of one people or society by members of another and typically more dominant people or society” (Oxford Dictionary). Cultural appropriation includes but is not limited to things like: non-black people wearing dreadlocks, non-indigenous people wearing headdresses, or “dressing up like” an ethnicity that is not your own.
- Weapons of any kind are not welcome in our community spaces.
- Community members have a responsibility to demonstrate respect for Queer Yukon Society property and the property of others. Vandalism, theft, or destruction of property will not be accepted in our community spaces.

Guidelines for Building Safer Communities

- We encourage community members to accept responsibility for their behaviour, knowing that mistakes and misunderstanding can cause just as much hurt to another person as intentionally hurting someone.
- We encourage community members to try to resolve disagreements through discussion rather than name-calling, shouting, or other harassing behaviour. Please let us know if you feel like you are not safe or need help resolving a disagreement.
- Building a safe and welcoming community is everyone’s responsibility. If you see behaviour happening in our community spaces that is harmful or hurtful, please let QYS know as soon as you feel safe to do so.

What is Harassment?

Harassment includes, but is not limited to:

- Using offensive language or hand gestures (e.g. giving someone “the finger”);
- Doing something to someone that could be humiliating;
- Threatening or intimidating someone (online or in-person);
- Making unwelcome jokes or comments based on the protected grounds identified above (e.g. sexual orientation, gender identity and/or gender expression, two-spirit identity)
- Unwelcome and/or uninvited comments about someone’s everyday life like the food someone eats, health, parenting, drug use, religion and/or employment;
- Intentional or repeated misgendering (e.g. using the wrong pronouns);
- Use of “dead names” or rejected names;
- Unwelcome or persistent questioning of someone’s identity or origin;
- Continued one-on-one communication after requests to stop;
- Encouraging others to use violence on any individual, including encouraging a person to take their own life (suicide) or to self-harm;
- Intentional intimidation, or continued intimidation once the individual has been told that their behavior is intimidating;
- Stalking or following someone without their knowledge or consent;

- Harassing photography or recording someone without their knowledge or consent, including logging online activity for harassment purposes;
- Intentional “outing” of any aspect of a person’s identity without their consent; or
- Publishing, posting online, and/or sharing with others private messages that were non-harassing (this does not apply to publishing communication/evidence of harassment).

What is Sexual Harassment?

Sexual harassment includes but is not limited to:

- Using offensive language or humiliating someone in a way that is related to a person’s sex, sexual orientation, gender identity, gender expression, physical appearance, and/or two-spirit identity;
- Sexualized behaviour that creates an intimidating, unwelcome, hostile or offensive work environment or community space (online or in-person);
- Sexualized behaviour that could reasonably be thought to put sexual conditions on a person’s job, volunteer/employment opportunities, and/or ability to participate in an online or in-person community event;
- Unwelcome sexual attention (e.g. touching someone without permission, touching someone’s hair, sexual name calling, pressure for sexual favors, cornering, sexual looks or gestures, pressure for dates, and sexual teasing)
- Unnecessary or off-topic sexual images, behaviour, and/or conversations in spaces where they are not appropriate, without consent, or after a request to stop; or
- Physical contact and simulated physical contact (e.g., textual descriptions like “*hug*” or “*backrub*”) without consent or after a request to stop.

Accountability

If a community member is found to break this Code of Conduct, they may be given a reminder of the rules and a verbal warning. If that community member continues to break the rules or if their conduct poses a threat to the safety and security of others, they may be prohibited from accessing Queer Yukon Society’s online and in-person community spaces, depending on the severity of the case.

Queer Yukon Society’s staff and/or board may also reinstate a volunteer or community member’s permission to access community 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