

# SMOFCon 37¼ Code of Conduct

Last Update: 22 Nov 2020

**Short form: We expect everyone to behave as mature, responsible and considerate adults.**

**Long form:**

SMOFCon 37¼ is dedicated to providing an inclusive, safe, and pleasant experience for all attendees, regardless of ethnicity, gender identity and expression, sexual identity or sexual orientation, neurodiversity, disability, physical ability or appearance, race, age, religion, linguistic background or fiction/fandom preferences (this list is neither exhaustive nor exclusive).

We do not tolerate harassment in any form. Behaviour that will be considered harassment includes, but is not limited to:

- Intimidation, stalking, unwelcome attention.
- Comments intended to belittle, offend, or cause discomfort.
- Photographing or videorecording members without their consent (including screenshots).
- Sustained disruption of talks or other events.
- Wearing offensive clothing or badges that are known to be offensive, or refusing to remove items that are pointed out to the wearer as offensive. (This includes backgrounds and items therein.)
- Targeting individuals or groups with abusive comments.
- Advocating for, or encouraging, any of the above behaviour.

Attendees who are asked to stop any inappropriate behavior must comply immediately.

Discrimination is of increasing concern across all sections of society: in sports and the media, in politics, and in our own fandom communities. We are committed to being as close to oppression-free as possible, and central to this is our policy on discrimination, including prejudice, bias, the expression of privilege, aggressions, and microaggressions. This includes contributions made in discussion sessions and also things said to and about other SMOFCon 37¼ attendees.

At SMOFCon 37¼ we want to ensure no one is talked over, ignored, or dismissed.

We are committed to making Smofcon 37¼ accessible to people from all backgrounds. This sort of behaviour will not be tolerated as part of or after SMOFCon 37¼. Things that will not be tolerated include, but are not limited to:

- Dismissing someone's lived experiences.
- Expecting someone to be an authority on Indigenous, marginalised and historically underrepresented peoples or characters because of their background.
- Talking down to or assuming others to be less knowledgeable about topics being discussed.
- Presuming that Indigenous, marginalised and historically underrepresented people do not belong in fandom and that their experiences can be dismissed or not valued.
- Using pejorative terms intended to demean or belittle the idea of diversity and inclusion in fandom.
- Targeting various groups and their allies for harassment and abuse as an outgrowth of their participation in panels, discussions, or when commenting on their participation in fandom.
- Targeting people with acts of aggression, harassment, or retribution for calling out harassers and abusive behavior.

If someone has harassed you or breached this Code of Conduct in any way, or if you have witnessed or become aware that harassment or a Code of Conduct breach has taken place, please ask that person or persons to stop – if you feel comfortable enough to make the request.

If you do not feel comfortable doing so, please report the matter to our mediation 'listeners' group, headed by Vincent Docherty. To contact the group, send an email to [mediators@smofcon38.ca](mailto:mediators@smofcon38.ca)

SMOFCon 37¼ reserves the right to take any actions needed to keep our event a welcoming environment for all attendees. Please notify us if you wish the convention to avoid placing you on a panel with a specific person.

This is our outline for our complaint process:

- 1- We are informed that someone is violating the code
- 2- We interview the person making the allegations, the person alleged to have committed the infraction, and anyone else who witnessed the incident
- 3- We look at how serious the violation was, whether the alleged perpetrator's attitude is one of remorse or "what did I do?"

4- We check what the person who has alleged the incident wants done about it

5- If the victim of the violation is someone other than the person alleging the problem, we ask their input

6- We impose an appropriate response, which could be (but is not limited to):

- requiring an apology
- mediating between the parties
- removing the violator from any future panel participation (if they are on a panel)
- taking away the violator's right to "attend" the rest of the convention
- passing information about the issues and outcomes to future conventions,
- no action, if we find the allegation was groundless or the matter was an agreed behaviour between all parties.

7- We will report consequences resulting from the complaint process to all parties.

SMOFCon 37¼ cannot and will not make decisions based on behaviour occurring outside of SMOFCon 37¼ as these should be reported through the appropriate civil and criminal channels.

(Credit: this Code of Conduct is loosely based on the Dublin 2019 Code of Conduct, which itself was based on Geek Feminism's example anti-harassment policy, created by volunteers. This policy was vetted by a committee specifically for SMOFCon 37¼ and we also noted some good additions from the Punctuation mini-con.)