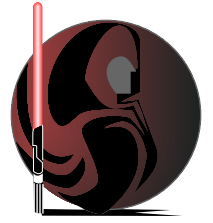


BOSTON LIGHTSABER STAGE COMBAT CLUB

Ἐἰς τὴν ἀρχὴν ἦν ὁ λόγος
καὶ ὁ λόγος ἦν μετὰ τὸ θεῶν
καὶ ὁ λόγος ἦν ὁ ἀληθὴς θεὸς



ANTI-HARASSMENT POLICY

11 Feb 2021

This standing policy is superseded by the Charter; this policy expands on the Inclusiveness core principle and gives necessary implementation details.

Boston Lightsaber Stage Combat Club (BLSCC) is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, or religion. We do not tolerate harassment of participants in any form. This policy is enforced by Social Safety Officers (SSO). Any participants violating these rules may be sanctioned or expelled from BLSCC at the discretion of the SSOs.

Enforcement

BLSCC participants asked to stop any harassing behavior are expected to comply immediately.

If a participant engages in harassing behavior, the SSOs retain the right to take any actions to keep the event a welcoming environment for all participants. This includes warning the offender or expulsion from the practice or event.

The SSOs may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participants.

This anti-harassment policy covers both our regularly scheduled practices and all other events organized by BLSCC, including member-organized social outings immediately following BLSCC's practices or events.

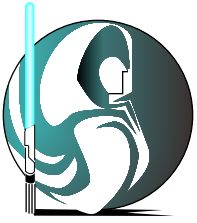
Reporting

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible to the President or a Social Safety Officer (SSO). Harassment and other code of conduct violations reduce the value of our event for everyone. We want you to be happy at our event. People like you make our event a better place.

You can make a report either personally or anonymously.

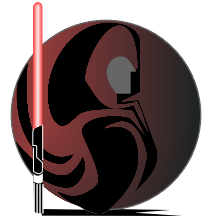
Note: the Incident Report Handling Script is on the last two pages.

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καὶ ὁ λόγος ἦν μετὰ τὸν Θεόν
καὶ ὁ λόγος ἦν ὁ Θεὸς



ANTI-HARASSMENT POLICY (cont.)

Anonymous Report

You can make an anonymous report if you wish via

<https://dcltdw.wufoo.com/forms/za2fpg1008t0nu>

We can't follow up an anonymous report with you directly, but we will fully investigate it and take whatever action is necessary to prevent a recurrence.

Personal Report

You can make a personal report by contacting David Leung, BLSCC president via

bostonlightsaber@gmail.com

As of 1 January 2021, the other Social Safety Officers (SSO) are: Jacky Martin, Natalia Rodriguez, and Simon Truong.

When taking a personal report, the SSO will ensure you are safe and cannot be overheard. They may involve other veteran members to ensure your report is managed properly. Once safe, we'll ask you to tell us about what happened. This can be upsetting, but we'll handle it as respectfully as possible, and you can bring someone to support you. You won't be asked to confront anyone and we won't tell anyone who you are.

We will be happy to help you contact local law enforcement, local support services, provide escorts, or otherwise assist you to feel safe for the duration of the event. We value your attendance.

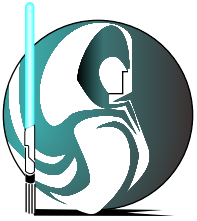
Report Response Timeline

All times are relative to when the first report is received by the first social safety officer (SSO). The President should drive this process, but in their absence or in a report involving the President, any SSO may do so.

1. No later than 48 hours afterwards, and preferably within 24 hours, the SSO will contact the alleged harasser and get their side of the story.

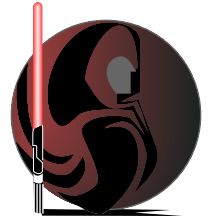
2. No later than 4 days, the SSO will make a decision, which will be made public. If deemed necessary, the 4 day deadline may be repeated, but these extensions will be announced, with all possible transparency as to why the extensions are needed.

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BOSTON LIGHTSABER STAGE COMBAT CLUB

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ANTI-HARASSMENT POLICY (cont.)

Report Response Timeline (cont.)

The above are maximum, not required, times. For egregious behavior, the SSO is expected to move very swiftly and expel participants on the spot.x

Feedback from BLSCC members on the SSO's action is welcome; members are encouraged to send email or to talk to the President or any other SSO.

Record Keeping

Records of reports will be kept in a shared drive accessible by the President and other SSOs.

Separately, a list of banned individuals will be kept public but not published: BLSCC will collaborate with other groups whose leadership is enquiring about an individual. Current policy is that BLSCC leadership will only divulge whether those conversations have occurred or not, but not the details of the conversation.

Credits

This anti-harassment policy is based on the example policy from the Geek Feminism wiki, created by the Ada Initiative and other volunteers, and parts are quoted verbatim.

http://geekfeminism.wikia.com/wiki/Conference_anti-harassment/Policy

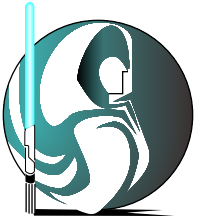
History

Proposed 5 Apr 2018.

Adopted 12 Apr 2018.

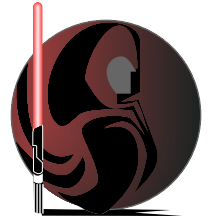
Proposed 25 July 2019 to add SSO role to Reporting, Personal Report, and Report Response Timeline; to include "and their designee" to references of the President; and to add Jacky, Andy, and Marie as SSOs. Adoption date not recorded.

Adopted 11 Feb 2021 via fiat by Dave during 2020 pandemic break to drop Andy & Marie as SSOs and add Natalia and Simon. Changed all occurrences of "The president or their designee" to "The SSOs". Added: 4 day deadline may be repeated with transparency; the Record Keeping section; the Incident Report Handling Script.



BOSTON LIGHTSABER STAGE COMBAT CLUB

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ANTI-HARASSMENT POLICY (cont.)

Incident Report Handling Script

When taking a report from someone experiencing harassment you should record what they say and reassure them they are being taken seriously, but avoid making specific promises about what actions the organizers will take. Even if the report lacks important details such as the identity of the person taking the harassing actions, it should still be recorded and passed along to the other SSOs.

If a report is being made, the Social Safety Officer (SSO) should follow this script. The idea is that 1, all the hard thinking has been done in advance, and 2, SSO response to a report will be more similar if all the SSOs are using the same script. But incidents are expected to be very different from each other, so SSOs will need to adapt.

1. If you're not already, go to a quiet, private space.

A calm space where you won't be interrupted is the goal here, but follow the wants of the reporter: if they want to (say) stay in a public space and not go to a classroom, great! find a quieter corner.

2. Thank the reporter for making a report.

They're putting themselves out there. We are grateful that they're stepping forward.

3. Start taking notes. If you don't have anything useful handy, send an email to yourself.

Reporter's name or Anonymous:

Your name:

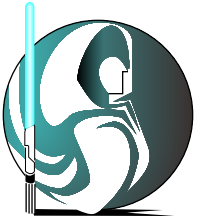
The time when you started taking this report:

4. What happened? As they tell you, just try to capture it all. It's like brainstorming: don't interrupt, don't say No, and there's no right way to make a report. Also, do not pressure them to giving any details if they are reluctant.

What happened?

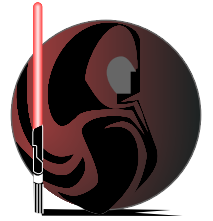
What did they personally see/hear vs what did someone tell them happened? (We want to distinguish between first- and second-hand accounts.)

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ANTI-HARASSMENT POLICY (cont.)

Incident Report Handling Script (cont.)

5. Is there anything they need right now? Help making a phone call, arranging a Lyft/Uber home, contacting law enforcement (Cambridge Police non-emergency number is 617-349-3300), or talking to another club SSO?

If they just need to leave right away, support them. But if they think helping you complete the report will help them, encourage them to do so.

6A. If they're leaving, thank them, and tell them of the Report Response Timeline:

1. No later than 48 hours afterwards, and preferably within 24 hours, the SSO will contact the alleged harasser and get their side of the story.

2. No later than 4 days, the SSO will make a decision, which will be made public. If deemed necessary, the 4 day deadline may be repeated, but these extensions will be announced, with all possible transparency as to why the extensions are needed.

6B. If they're staying, then go back through your notes and organize them.

7. Have the reporter look over your objective and subjective details. Have them add any clarifying comments (which may move a detail from one side to the other).

8. Thank the reporter, and tell them of the Response Report Timeline (see 6A).

9. The time when you finished taking this report:

10. Email the other SSOs your report as soon as possible. If you don't know all of their email addresses, send it to bostonlightsaber@gmail.com

Remember: SSOs are empowered to act unilaterally without consulting other SSOs. For egregious behavior, the SSO is expected to move very swiftly and expel participants on the spot.