



## Supanova Volunteers - SLACK - Code of Conduct

Welcome!

This Slack is for coordination of Supanova Comic Con & Gaming event volunteers.

We want this to be a fun, pleasant, and harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, or religion. We do not tolerate harassment of participants in any form. Participants asked to stop any harassing behaviour are expected to comply immediately.

### Discretion

Please don't talk about the **Supanova Tour Slack** in public. This is a private, invitation-only Slack. Please don't discuss it in public, or with people who aren't members. It can cause awkwardness and hurt feelings if people start asking what it is and how to get invited. Further, harassers and abusers may be surveilling some members of this Slack. Keeping the existence of this Slack private makes it more difficult for harassers and stalkers to triangulate their targets' social footprints.

### Confidentiality

Please keep what's said in the **Supanova Tour Slack** confidential. Don't repeat or quote things said here without the affirmative consent of the speaker(s). When quoting (with consent), please be careful not to reveal the existence of the **Supanova Tour Slack**. Rather, you can refer to the quote as something that was said "in chat" or while you were talking to the quoted member.

Please be mindful that things you say here may at some point become public. While we expect members to honour the confidentiality of this space, we cannot guarantee that they will do so. We cannot prevent people from screen capturing or otherwise logging this Slack. We also can't guarantee that every member's login credentials and logged-in devices are secure. Files uploaded here can be downloaded by anyone with a login. Please exercise caution and refrain from sharing sensitive information that could harm you or others if it became public.

### Message Retention

Because this is a free Slack account, we have restricted scroll back, but Slack (the company) retains complete logs of all channels and direct messages back to the creation of the Supanova Tour Slack. Slack is a U.S. company and therefore subject to subpoenas from U.S. courts. Our logs may be subject to subpoena and could become public as part of legal proceedings.

## **Harassment**

Harassment includes:

- Offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, race, or religion
- Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment.
- Deliberate misgendering or use of 'dead' or rejected names
- Gratuitous or off-topic sexual images or behaviour in spaces where they're not appropriate
- Threats of violence
- Incitement of violence towards any individual, including encouraging a person to commit suicide or to engage in self-harm
- Deliberate intimidation
- Sustained disruption of discussion
- Unwelcome sexual attention
- Continued one-on-one communication after requests to cease
- Publication of non-harassing private communication

## **Reporting**

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact your Supanova Head of Department or manager. They'll respond as promptly as they can.

We will respect confidentiality requests for the purpose of protecting victims of abuse. At our discretion, we may publicly name a person about whom we've received harassment complaints, or privately warn third parties about them. We will not name harassment victims without their affirmative consent.

## **Consequences**

Participants asked to stop any harassing behaviour are expected to comply immediately.

If a participant engages in harassing behaviour, the admins may take any action they deem appropriate, up to and including:

- expulsion from this Slack
- expulsion from the event
- banning from future events
- identifying the participant publicly as someone about whom we've received complaints.