Lavender Panzies Consent Policy

Last Updated: 5/26/26

We at Lavender Panzies believe in a world where a person's right to bodily autonomy and basic dignity is actively and deliberately incorporated and protected into every facet of life. In support of this goal, we take harassment and consent violations incredibly seriously. Our consent policy is gently adapted from the NCSF Consent Policy and Procedures for Kink Groups as well as Glittergasm Events, LLC's Consent policies, and we are grateful for their resources and expertise.

We endeavor to create a safer community and event spaces. However, much like safer sex practices are not without risk, we acknowledge that no play or activity is without physical, mental, or emotional risks.

This document outlines how to make a report for consent incidents both inside and outside our group. We recognize that every consent incident is unique.

While this policy sets the standards for our process for handling such incidents, there may be times where circumstances of a consent incident require a deviation from this standard. We will update this policy as we continue to evolve to better serve our community's interests.

Our Consent Sub-Committee

Lavender Panzies and Qamp utilizes a sub-committee to navigate consent concerns and reports. All

Our Consent Policy

“Consent” means a person’s willingness and ability to engage in a specific act. It is important to note that consent is the mutual creation of an agreement: aim for “YES!” not just the absence of “No”.

While Lavender Panzies events are sex-positive, they are intended to be community-focused and not designed as a space for sex or kink play, however, we recognize that consenting adults may choose to engage with one another. The policies below are designed to guide all types of interactions between folks in our community, including any play that may occur.

1. The absence of a “yes” should be considered a “no.”
2. Do not touch anyone or change touch without their permission, and don’t base consent on what you’ve seen someone do with other people.
3. All activities must receive prior consent explicitly by verbal or written agreement rather than through gestures, body language, or past behavior.
4. Informed consent requires discussing the risks involved in the activity and the steps needed to reduce those risks, including study, training, technique, and safety measures.
5. Do not pressure, force, coerce, or manipulate someone into consenting to anything.
6. Each person should understand everyone’s limitations or barriers to their ability to consent to the planned activities, such as age, diminished mental capacity, or use of drugs or alcohol. If any participant engaging in play appears intoxicated or

impaired, an Organizer or staff member will intervene. If you are unsure if someone is in the right headspace to give consent, assume they are not.

7. If playing together, don't re-negotiate in the middle of your scene unless it is to reject activities that were previously agreed to. A person who is in an altered state of mind of any kind, including playinduced headspace, may not be able to give informed consent.
8. The universal safeword is "RED". Everyone is free to withdraw consent at any time during the activity. At the use of either of those words, the activity must end immediately.
9. Do not attempt to participate in an ongoing scene unless invited explicitly by all current participants.
10. No play that appears non-consensual (i.e. consensual non-consent) should occur at Lavender Panzies or Qamp events.
11. Do not do anything likely to result in serious bodily injury or go beyond a participant's expectations, even where the participant gave consent.
12. Don't "out" anyone as kinky, non-monogamous, or any form of alt-sex to their family, friends, co-workers, or anyone outside of the alt community. Don't use someone's first/last name in person or online with others unless they give you specific permission to do so. Don't share anyone's Personally Identifiable Information (PII) in any form or format without their consent.
13. If you would like someone to cease contact with you, please tell them either verbally or by direct message: "Please don't contact me anymore." At least one of the Lavender Panzies organizers must be able to contact you about group business.

Additional Consent & Safety Policies for Qamp

As Qamp is an extended Lavender Panzies event that differs from our other events, we have additional policies regarding consent, however, all of our policies listed in the section above still apply.

You can access the Qamp Consent Information shared during the Welcome Circle at Qamp by clicking the link here.
Please note that this is a living document, and will be updated as needed.

1. "No" is a full sentence. Let's make this a space where we lift up and affirm people's "no's."
2. Any time someone says no, or puts in a boundary they're taking care of themselves in some way, and we want to respect this so we say:
    a. Thank you for taking care of yourself.
    b. And remember, their "no" is not about you or your worth; let's respect people and not take things personally
3. Do not have sex in public areas, as others have not consented to witnessing it.
4. Be considerate of noise and those who may not wish to overhear you.
5. Non-sexual nudity is allowed and welcome, however, while you can be topless, genitals must be covered in the dining hall.
6. We welcome gender diversity. We do not police gender and ask that attendees do not as well. If you feel you belong here, we want you here.
7. Do not take photos of others without consent, including when there are people in the background.
8. Get consent before sharing photos publicly or privately, including adding photos to the Qamp photo album.

9. It is prohibited to post photos with nude Qampers on any social media, even with consent of the people in the photo.
10. If an Organizer or Staff member feels you have over indulged or we have concerns about your wellbeing or those around you, we will escort you back to your cabin or tent.

Reporting a Consent Incident

We take first-person, third-party, and anonymous reports, however, we **cannot act** on hearsay, third-party, or anonymous reports. We will hold third-party and anonymous reports as collateral information in the event that a first-person report is made.

To ensure a timely response, please use the following methods to report:

- At events, you can ask any event volunteer to connect you to an Organizer who can take reports.
- Outside of events, you can fill out our Consent Reporting Form. You will receive an acknowledgment within 72 hours. **Please click here to access that form.**
- If you are reporting an Organizer, you can fill out the NCSF Incident Reporting & Response Form. **Please click here to access that form.**

While this is not an exhaustive list, the following details should be included in the report

- What email would you prefer us to contact you at?
- What name and pronouns do you prefer we use?
- What would you like to tell us about this consent incident?
- Do you remember what you discussed before the incident about what you wanted to do and your limits?
- What do you recall saying or doing when this incident happened?
- Were there any injuries?
- Was there re-negotiation to add kink or sexual activities during a scene?
- Was your safeword used and ignored?
- Has this person done anything like this to you before or violated your consent?

- Can you tell me about any people who might have seen what happened?
- What would you like to happen next?
- We may need to share the report with outside organizations for safety or administrative reasons, are you comfortable with us sharing this report? How much information are you comfortable with us sharing?

Please include any documents related to the incident or conversations in written form, screenshots, or images of the injury.

Reporting Process

1. If the reporter is in crisis, we may refer them to a kink-aware crisis hotline or advocacy organization for immediate care. At an event, if an attendee needs to call 911 or an ambulance, we will encourage them to do so and will wait until help arrives.
    a. Qamp also has Medics on staff to assist with any medical or emergency needs.
2. We will assign an Organizer or Staff member to act as an Inquirer to gather the information. The Inquirer will remain neutral throughout the process, until the Organizers vote on a decision. The Inquirer will be unaffiliated with those involved, and the reporter may request that an Organizer recuse themselves due to a close relationship (such as partner, ex-partner, metamour) with themselves or the reported person.
3. We only talk to the reporter, the reported person, and anyone who witnessed the consent incident. If the reporter would like a friend/partner present while giving a report, they are there for support purposes only.
4. We don't bring the reporter and reported person together to discuss the incident or attempt to perform a mediation or facilitate an apology.
5. We will reach out to those involved to individually hear their experience. We may request additional materials and have additional questions as we collect information.
6. We don't give the report to the person who has been reported. If the reporter has been threatened with a defamation lawsuit or fears for their safety, we will maintain their confidentiality with the reported person. However, this means that it may be more difficult to gather information about the consent incident and make a decision. It may also impact the actions we are able to take.

7. We will take into consideration what the reporter would like to happen, without making any guarantees due to the need to protect our group and our members.

Temporary Steps During Information Gathering

Depending on the nature of the initial report, individuals may be temporarily asked to refrain from attending in-person or online while the information gathering process takes place. We recognize that this situation may be undesirable to those involved with a consent incident, but we may need to take this measure until a final decision can be reached.

QAMP

If an incident occurs at Qamp, the reported individual may be asked to leave the event to give the Consent Sub-Committee time to properly gather information and investigate. Decisions on reports filed during Qamp will not be given until after the event, and the timeline of that decision will depend on the specifics of the incident.

What We Deal With

After the information has been gathered, the Organizers will review it. We make decisions about:

- Violations of our rules and Consent Policy at our events and in our Discord server. Click here for Lavender Panzies Discord Server Rules
- Behaviors outside of the group that could be in violation of criminal law (see below)
- Outing or threats of outing (see below)
- Reports of sanctions or bans by other groups with a similar consent culture

Reports that could be in violation of criminal law include:

- **Physical assault** - Causing physical harm or unwanted physical contact upon another person (especially when the other party is injured).
- **Sexual assault** – Intentionally touching another person's breasts, genitals or buttocks without their consent, or coercing or physically forcing someone to engage in a sexual act.
- **Blackmail** – Demanding payment or another benefit from someone in return for not revealing compromising or damaging information about them.
- **Revenge Porn** – Digital distribution of nude or sexually explicit photos and/or videos of a person without their consent, often in retaliation.
- **Stealthing** – Removing a condom during a sexual act. While stealthing itself is not illegal, passing on an STI is illegal in many states.
- **Stalking** – Following someone to their home or workplace without permission.
- **Harassment** – Harassment is repeatedly attempting to communicate with someone after they've asked for no contact, or threatening

someone or their family or friends.

Outing and Expectations of Privacy

In general terms, outing is sharing information without explicit consent about someone's association with the kink, consensual non-monogamy (CNM) or any alt-sex communities outside of those settings, or sharing identifying information that could allow people to identify someone in their mainstream life. Outing may also include nonconsensual disclosure of a person's involvement in kink, CNM, LGBTQIA+ identities, or other alt-sex behaviors.

We reserve the right to immediately and permanently ban an individual who has broken our consent and outing rules. This decision will be made dependent on the circumstances and with respect to the wishes of the individual who is outed.

- These expectations of privacy include Lavender Panzies attendees, Organizers, and volunteers.
- Lavender Panzies organizers are public figures, and as such there are limitations to the privacy that can be expected. However, sharing explicit details of their engagement during events outside of consent reporting, or intentionally sharing information about their role with family, friends, coworkers, employers or anyone not in the alt-sex communities will be considered outing
- Do not "out" anyone as kinky or non-monogamous to their family, friends, coworkers, employers, or anyone not in the alt-sex communities.
- Do not use someone's first/last name in person or online with others unless they give you specific permission to do so.
- Do not provide details about anyone's place of employment, location, or other identifying information to anyone else online or otherwise without that person's explicit permission.

Expectations of Privacy for Organizers and Staff

- Lavender Panzies Organizers are held to an expectation of privacy. While personal identifiable information may be accessible to organizers and staff for administrative, legal, regulatory, or transparency reasons, privacy is still upheld. We do not share explicit personal information with anyone outside of Lavender Panzies Consent Sub-Committee Members and relevant individuals related to consent reporting without consent. We reserve the right to share relevant identifying information with other organizations as part of a sanction.
- We maintain the right to inform other organizations of the ban as well as individuals who were the subject of the outing. Your confidentiality exists in perpetuity, and bans will not be discussed outside of the management team. Any discussions regarding a ban in our Discord server will be responded to with “We do not discuss the outcome of safety decisions with individuals who are not related to that decision.”

Emergency Information

- In the event of an emergency we will offer minimal information to individuals who are not related to the emergency. We will not interfere with individuals who are reporting a crime, and for situations where a relative of a member is contacted in an emergency we will share the least information possible to protect your privacy as part of our community.

Interpersonal disputes are typically not within the scope of our group; however, we do have a rule to enable members to request no-contact. If members under no-contact are present together at our events, we ask you to not approach each other. Disregarding a no-contact request

at an event will result in a ban from our events and community. We can refer people to professional mediation, community support services, and trauma or kink-aware counseling for issues such as:

- Emotional abuse
- Gaslighting
- Verbal abuse
- Humiliation
- Talking about bad experiences they had with someone
- Unpopular speech on social media
- Arguments about ideology or ideas

Evaluating Consent Incidents

While consent incidents are unique and varied, there is a common set of factors that we consistently take into account in every case when determining the most appropriate response. While this is not a complete list, it covers many important considerations:

- The **severity** of the nonconsensual activity (unwanted hug vs. sexual assault, assault with injury)
- The **nature** of the consent incident (accident, ignorance vs. manipulation, coercion)
- The **response** of the individual who crossed a boundary (accepting responsibility for their behavior, showing empathy for the reporter, desire to apologize vs. denial, deflection)
- **Power differentials** between involved individuals (leadership position, presenters, performers, owners vs. newbies, people who are traditionally marginalized)
- **Multiple reports** of consent incidents from unrelated people reporting the same person (indicating a pattern of bad behavior)
- **Serial reports** by one person against multiple people, where those individuals were not a part of a single incident (indicating the consent reporting process may be being misused).
- **Public documents** like orders of protection, police reports, and sex offender registry
- **Admissions** of wrong-doing by the reported person
- **Reports of sanctions or bans** by other groups with a similar consent culture
- **Willingness** of the reported person to defer to the needs and wishes of the reporter

Sanctions

Organizers will decide on an outcome and one or more of the following actions may be taken. (An individual who knowingly and intentionally creates a false report will also be subject to these actions.)

- **Warnings –** Some people can violate consent or boundaries through inexperience, poor communication skills, or a misunderstanding of expectations. We will provide education about our Consent Policy and refer the individual to educational materials about consent. We expect members of our community who receive formal warnings to take them seriously and adjust their behavior moving forward.
- **Attendance Restrictions –** If you violate any of our rules or Consent Policy or have repeated warnings, we may request that you refrain from attending our events, a subset of our events, or participating in our online groups and discussions for a set amount of time.
- **Bans –** We reserve the right to ban anyone who is not a good fit for our group at any time, and for any reason. If an individual is barred from attending our events, they will also not be permitted to participate in our online groups and discussions, and vice versa.
    - If a person is banned, they are told they are not a good fit for the group. We will provide no other information in order to protect the reporter, the group, and the membership from retaliation and liability.

Consent Incidents Involving Volunteers

We hold our volunteers, presenters, event demonstrators, and organizers to a higher standard of conduct, so we encourage you to feel comfortable reporting any problematic behavior. In addition to the above, issues involving those in positions of trust may require additional immediate steps:

- Volunteers involved in a consent incident may be removed from their role at events or barred from further volunteering until a decision is made.
- Presenters and other educators involved in a consent incident may have their classes canceled or postponed until a decision is made.
- Organizers involved in a consent incident may be temporarily suspended while the reports are taken and until such time as the consent incident can be evaluated by the rest of the Organization and a decision is made.
    - Due to our small Consent Sub-Committee, we will coordinate with the NCSF in the event that an organizer is involved in a report and will utilize their available resources to assist in the decision-making process.

Notification of a Decision

When the organizers have reached a decision in response to a consent incident report, the designated Organizer who took the reports will notify those involved about the decision in the following order:

1. **The Reporter.** If they would like to engage further with the person they reported to get mediation or an apology, they will be referred to a professional to assist them.
2. **The Reported person.** They will be instructed to not reach out to the reporter or initiate contact at events or online (unless otherwise specified by the reporter), or additional sanctions may be applied. It's up to the reporter to initiate any contact.

a. If it is a Warning or Restricted Attendance, and the reported person has demonstrated a willingness to change problematic behavior, we will state in general what changes that need to be made in order to attend our events.

b. If the person is Banned, they are told they are not a good fit for the group. With some exceptions based on the report and requests of the Reporter, we provide no other information outside of what was discussed during the consent reporting inquiry. This is in order to protect the reporter, the group, and the membership from retaliation and liability.

3. **Witnesses.** We will request that witnesses maintain confidentiality about the consent incident, unless the Reporter permits them to speak about what they witnessed.
4. If an individual is banned, we may privately communicate our decision to organizers in our area. We will limit the disclosure to the general nature of the consent incident, and we will not disclose the identity of the reporter (unless the reporter requests it).
5. In the event of a widely-discussed or witnessed consent incident that results in a ban, we may acknowledge the ban and say this person is not a good fit for the group. If the person is an

Organizer, a brief statement about them stepping back from their responsibilities may be made.

6. We will not discuss our decision with partners, friends, metamours, or other parties uninvolved with the consent incident or Consent Sub-Committee. We don't allow public discussions that name names or the specifics of consent incidents at our events or online entities due to the risk of additional harm and liability to the group, reporter, and any witnesses. Confidentiality is abiding for Organizers even after their term of service is over.

Closing and Summary

In publishing this Consent Policy and Procedures, we hope that everyone involved with our group understands what happens when someone reports a consent incident to us. We strive to foster the improvement of consent education with the goal of making instances where this policy must be relied upon few and far between, and we take consent incidents seriously in order to serve our goal of creating a safer community for everyone.

If you have any questions, concerns, or require clarification on any topics regarding our policies or procedures, please email: LavPanConsent@gmail.com