

Beguiled Consent and Unacceptable Behaviors Policy

We understand that different people follow different consent standards in their personal lives and that there is no consensus on universal consent and behavior practices. This consent and unacceptable behaviors policy represents how the Beguiled organizers expect attendees to conduct themselves at the event, both inside and outside of Conspace, and sets forth the standards used to help determine whether a consent report is actionable. Individuals found violating these rules may be sanctioned or expelled from the conference without a refund at the discretion of the conference organizers.

This document discusses Beguiled's community standards regarding consent, the process involved in consent reports, and potential resulting actions. The purpose of response to consent incidents is to preserve the safety of the community as best as we are able with the information we have, not to enact punishment or retribution.

Beguiled values informed, affirmative consent as the gold standard for consensual activity. Every participant in play should state their informed, affirmative consent to the activities planned for play after negotiation has concluded and before play begins.

The Concom reserves the right to alter or modify this policy or the procedures listed as necessary to allow for a fair, efficient process and investigation and to ensure the safety and wellbeing of all parties.

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Terms

The *ConCom* (conference committee) is an abbreviated name for the Beguiled board. ConCom may be identified by a purple badge ribbon with the word ConCom on it at the conference or on Discord by their name being in purple. You can also ping @ConCom.

The *Consent Team* is a separate entity from the ConCom charged with ensuring that everyone involved in a consent-related incident is heard, understood, and supported. The Consent Team does not make decisions about what actions should be taken after an incident. The Consent Team may be identified by a green badge ribbon with the words “Consent Team” at the conference or on Discord by their name being in green. You can also ping @Consent Team.

A *safeword* is a word, phrase, or nonverbal signal that indicates whether play should continue, pause, or stop. Beguiled uses the stoplight system (green for good, yellow for slow down or close to limit, and red for stop). During Beguiled, if RED is used, play must be stopped immediately. You must inform DMs of other safewords you use, especially if you plan to include resistance or consensual non-consent in your play. If a participant in play will be gagged or otherwise unable to verbally safeword, inform the DM of their nonverbal safeword.

A *consent incident* occurs when someone feels that an interaction occurred outside of their consent. A consent incident may occur during play or during general interactions, online or in person. It is the policy of Beguiled to take all reasonable measures to support anyone involved in a consent incident and to resolve the incident as fairly, discreetly, and efficiently as possible.

A *report* is a communication from an individual to Beguiled regarding an interaction that violates, or may violate, Beguiled event policies. A report may be a *firsthand report* if it is given by a person directly affected by the interaction. A report may be a *secondhand report* if it is given by a person who has seen or heard about the interaction. Reports may be *escalated* to ConCom for review.

An *escalated report* is a communication that has been reviewed by the Consent Team and it has been determined that events require review by the ConCom.

Consent Responsibilities and Unacceptable Behaviors

Attendee Responsibilities

As an attendee at Beguiled, it is your responsibility to ensure that you have obtained freely given, informed, affirmative consent for all interactions* including but not limited to: touching (including hugging and handshakes), play, hypnosis, trance, and kink activities. Consent is defined as an affirmative, freely entered agreement between parties for an action or activity that is bound by time and space. It can be revoked at any time, in part or in whole, for any reason. It is the responsibility of every involved individual to say something if they feel there is an issue with play and check in with people who may not be able to communicate verbally.

*There are some interactions where explicit consent may not be possible or may need to be established as the interaction develops. While these interactions may not require explicit consent, attendees are expected to practice respect for themselves and others during these interactions. These interactions include:

1. Verbal social greetings and general, non-hypnotic and non-kink, conversation outside of play.
2. Incidental touching such as in a crowded elevator, when passing in a hallway, or taking one's seat in a classroom.
3. Emergency situations when it is not feasible to obtain consent, particularly individuals acting in their professional capacity such as doctors or EMTs during a medical emergency.
4. Discussions and lectures during classes or other official conference events.
 - a. Participants may leave classes at any time, without requiring permission or explanation.
 - b. If a participant feels that an instructor or fellow attendee has exceeded the reasonable bounds of the course topic without consent, a complaint may be made as described in the Consent Policy and Procedures.

Consent Guidelines:

1. Consent is required for all interactions* (as described above).
 - a. Do not touch another person or their property, even in non-sexual ways, without explicit affirmative consent.
 - b. Do not insert yourself into or interrupt play in progress.
 - c. Do not involve another person in play without their explicit consent.
 - d. Consent for one activity or in one situation does not grant consent for other activities or situations.
 - e. It is your responsibility to discuss all aspects of play with your play partner(s) and confirm that everyone involved understands the activities,

responsibilities, limits, and safe words/signals (including non-verbal signals) that will be used in play.

2. Consent can take many forms and can be retracted at any time.
 - a. No's can take many forms, including but not limited to nonverbal cues such as physically moving away or trying to exit the conversation. An indirect "no" is still a valid "no."
 - b. If you are unsure whether or not consent has been given, assume it has not.
 - c. Participants are not required to rationalize denial of consent.
 - d. The convention safe word is Red and must be respected while in Conspace.
3. Participants should be in a state of mind in which they can make informed decisions regarding their consent.
 - a. Intoxicants, including but not limited to alcohol, marijuana, and some medications, can impair a person's ability to make informed decisions. Use of intoxicants by participants needs to be disclosed during negotiations/before play. Use of intoxicants can increase risk for both consent and safety during play.
 - b. States of mind, including but not limited to fractionation, trance, subspace, and frenzy can impact a person's ability to make informed decisions.
 - c. Attempting to influence, persuade, or coerce people during negotiations is unacceptable. Consent that is unclear or given under duress, manipulation, or consent that has been retracted does not meet the standard for consent.
 - d. Do not renegotiate to add activities or elements to play during play.
 - e. Power dynamics, including but not limited to presenter status, standing in the community, and experience, should be considered during negotiation., as they can result in intentional or unintentional coercion.
 - f. Once a participant has denied consent, continued pursuit of consent is unacceptable, as any affirmative response obtained through persistent requests may be considered coerced and, potentially, constitute harassment.
4. Some play, by its nature or the nature of existing relationships between participants, adopts an alternate consent model such as implicit/blanket consent or consensual non-consent (CNC). Beguiled fully supports the use of alternate consent models as long as every participant in play has freely agreed to adopt that consent model.
 - a. If you plan to use an alternate consent model that may appear to onlookers to be non-consensual or dubiously consensual, all parties must

inform the Dungeon Monitors and provide them with any safe words/signals that will be used.

- b. If misunderstandings occur, Beguiled staff may intercede to ensure that consent expectations are being followed.

Unacceptable Behavior

Beguiled is dedicated to providing a positive experience for everyone regardless of gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, or religion.

We do not tolerate harassment, discrimination, or retaliation in any form. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of ConCom or Consent Team immediately.

1. *Harassment* includes, but is not limited to:
 - a. Unwanted and/or offensive comments
 - b. Any unwelcome attention, sexual or otherwise, after it has been made clear that the attention is unwelcome (or it would be clear to a reasonable person).
 - c. Deliberate intimidation, stalking, or following.
 - d. Persistent unwelcome hovering around someone, sometimes known as puppy-dogging.
 - e. Photography or recording without permission.
 - f. Sustained disruption of talks or other events.
 - g. Inappropriate physical contact or violation of personal boundaries.
 - h. Outing or doxxing - gathering and sharing another person's information without or against their consent.
 - i. Blackmail or extortion - using information to force/coerce another into doing something.
 - j. Advocating or encouraging, any of the above behavior.
2. *Discrimination* is inappropriate or offensive behavior based on characteristics such as gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, or religion.
 - a. Do not assume a person's gender. Respect people's identities. When in doubt, politely ask or default to gender neutral language
 - i. Repeated misgendering after being corrected is unacceptable
 - b. Racist, sexist, LGBTQ-phobic statements and slurs are not tolerated.
 - c. Do not make offensive statements regarding politics or religion.
 - i. If you wish to discuss politics or religion do so in a respectful manner or discuss it privately outside of con space.
 - ii. This does not supersede point 2B, above.
3. *Retaliation* is defined as harming or attempting to harm another person because the other person has or is believed to have taken action against you. Harm does not have to be physical. Types of retaliation can include but are not limited to:

- a. Trying to weaponize the ConCom or the rules as a way to harass another person, including retaliatory reporting.
- b. Attempting to have someone banned or removed from an event or online community resource such as FetLife groups or online forums.

Consent Incident Handling

The purpose of a response from Beguiled ConCom to a consent incident is to preserve the safety of the community as best as we are able with the information we have, not to enact punishment or retribution.

Report Handling Process

Overview

Consent Team will assign an individual to interview the reporting party, and a separate member of Consent Team will be assigned to interview the person accused of a violation. Only the Consent Team will know the scene names of the reporting party and the person accused. An anonymous designation will be used for each individual to help prevent potential conflict of interest. Consent Team will keep a record of all reports filed and will make Concom aware of reports made about an individual multiple times.

If a decision is reached that no action is needed, then the names of the individuals involved will remain anonymous. If a decision is made that requires action, the scene names of individuals will be shared with relevant ConCom members as necessary to enact that action. If necessary, legal names will be stored in a separate location, only accessible to the Chair, to ensure that individuals do not attempt to circumvent ConCom decisions by changing their scene name. The involved individuals will receive communication detailing the Concom decision from their Consent Team contact.

Consent Team Responsibilities

Consent incident reports involving events that took place at Beguiled are handled directly by the Consent Team. The Consent Team will:

1. Ensure that everyone involved is safe and supported
2. Interview the individuals involved in the incident and direct witnesses to determine what happened to the best of their ability
3. Submit an anonymized report to the ConCom summarizing the information obtained (if escalated)
4. Wait for the ConCom decision regarding the outcome
5. Communicate the outcome to the appropriate individuals

The Consent Team is never tasked with drawing conclusions or making recommendations when handling a report.

ConCom Responsibilities

When necessary, ConCom's responsibilities in handling a report are as follows:

1. The Chair of ConCom is the report manager for the incident reports unless there is a conflict of interest. In that case, another member of ConCom will be designated as the report manager.
2. The report manager communicates with the Consent Lead (or designated contact with Consent Team) regarding the report and receives the anonymized report from the Consent Lead (or designated contact).
3. The report manager sends the anonymized report to the other Concom members and requests their initial response privately in writing.
4. Once all responses are gathered, if it's decided that the report is actionable, a meeting will take place where the ConCom will decide what actions to take, if any, in response. The ConCom has final say as to if something has been a violation of con rules.
5. The ConCom sends an email back to the Consent Lead (or designated contact). This email will address the decision of Concom and what, if any, actions need to be taken by the individuals involved.

Some incidents may, by their nature, require us to deviate from our usual process. In those circumstances, we will pursue the most logical course of action for that incident.

Report Handling Considerations

Privacy

All reports are considered to be sensitive in nature.

Consent Team will, by necessity, describe the general nature of the consent incident to the accused person, which may give them sufficient information to deduce the identity of the reporting person. Neither the Consent Team nor ConCom will ever confirm or deny anyone's guess as to who has filed a report or disclose the identity of a reporting person.

All reports from the Consent Team to ConCom will be anonymized. Personal information, such as scene names and legal names, will only be shared with members of ConCom whose duties require it, such as the Con Chair, registration, volunteer coordinator, and/or presenter coordinator, if necessary to enforce ban restrictions.

When an incident has the potential to affect other events, Beguiled will generally inform other event leadership about that incident. The report takes the form of an email to the leadership of those events which includes the scene name of the person found to have violated policy, the nature of the policy violation, and the action(s) taken by Beguiled in response. Other details may be provided at the other event's request but will not include the identity of the reporting person unless they have given explicit consent for their name to be shared. In cases where someone is accused of a consent violation but cleared, Beguiled will communicate that information to other event leadership as deemed appropriate.

Consent Team / ConCom Communications

While a report is being reviewed and processed, a member of the Consent Team will be a designated contact for the report to Concom. The Consent Team Lead is the designated contact unless they have recused due to conflict of interest, in which case another designated contact will be appointed. The designated contact communicates with the team members who took the reports and with ConCom and is responsible for ensuring that the reports are anonymized. The team members who took the reports will only be in communication with the individual they are assigned to interview and the designated contact.

When the ConCom reaches a decision on the report, they will email the designated contact with the decision and actions to be taken. The designated contact will then forward the relevant information about the decision and actions taken to the involved parties. Beguiled will also make secondhand reports about the decision to other event leadership as deemed necessary.

Consent to Consent Team Interactions

Consent Team or ConCom may DM individuals on Discord without asking permission first to protect privacy. However, individuals involved in a report may opt not to communicate with the Consent Team regarding an investigation with the understanding that doing so limits the Consent Team's ability to investigate the incident. In these cases, the Consent Team will need to continue the report process with the information they have available and communicate to ConCom the limitations of the information they were able to gather.

ConCom will still need to make a decision about the report and will strive to make a fair and equitable decision based on the information provided.

Conflicts of Interest

A member of Concom or Consent Team has a *conflict of interest* when they are the subject of a report, have a close personal relationship with a subject of a report, or are named as a witness to a reported incident. In the event where a conflict of interest affects all members of ConCom or the Consent Team, Concom or Consent Team will reach out to another organization for objective input.

Any individual involved in the consent report may call for investigation of conflict of interest (e.g. reporter, subject of report, Consent Team member, ConCom member), upon which ConCom or a subsection of Consent Team will deliberate and vote on whether the person with the potential conflict of interest should recuse if they do not recuse immediately. If a majority of Concom or Consent Team vote that a member has a conflict of interest, they will be recused regardless of their professed impartiality. When a ConCom member has a conflict of interest involving a report, that ConCom member must recuse themselves from all decisions involving the report and is not permitted to access the details of the report. If a ConCom or Consent Team member believes that a conflict of interest exists, they may recuse themselves at any time without negative effect.

When a member of the Consent Team has a conflict of interest involving a report, that team member is not permitted to take part in the handling of the report or to access information about the report. If a Consent Team member is found to have a conflict of interest after the report is taken, they will not continue to be a point of contact for the incident and will lose access to the details of the incident.

Resulting Actions

This process is not intended to be punitive; however, in some cases, actions must be taken in response to consent violation reports to protect the safety and comfort of con attendees. Repercussions will be based on the violation in question, as well as any prior violations by, or issues with, the person(s) in question.

1. The ConCom shall choose repercussions that best protect the community given the severity and frequency of the found violations.
2. Repercussions that may result from a policy or consent violation include, but are not limited to:
 - a. A conversation or mandatory lesson about consent basics (and/or other topics relevant to the issue reported)
 - b. An official warning
 - c. Attendance Restrictions (described below)
 - d. Immediate Removal from the event;
 - i. Any failure to follow these rules will result in potential removal from the conference without refund.
 - ii. If removed or banned from the conference after a ticket is purchased, no refund will be issued, no exception.
 - e. A ban from attending, volunteering, presenting, or being part of conference leadership for a specific period of time, including permanently.
3. Beguiled works to maintain a close working relationship with other kink events. Accordingly, the ConCom may share the fact that an individual was reported for a consent violation, as well as the imposed repercussions, with the leadership of those events, and with groups local to the individual in question. The ConCom may also post a public statement if the situation warrants this form of action.
 - a. Beguiled may elect to uphold bans from other conferences.
4. Occasionally, restrictions may be placed at ConCom's discretion when a situation requires.

Attendance Restrictions

1. Restricted class attendance
 - This restriction can be imposed on any attendee to keep someone from attending specific classes or evening events to ensure the comfort of other attendees and presenters.
 - Those placed under this restriction will be informed which classes/events they are restricted from attending ahead of the class/event.
 - Those placed under this restriction will have their scene name on a list of restricted persons given to the presenter for the class(es) that they are

restricted from attending.

- If someone who is restricted knowingly attempts to attend the restricted class, they will be removed from the conference without refund, and may be subject to further disciplinary action.
- Often, but not always, restrictions on class attendance are requested by the presenter. Presenters may request these restrictions be overruled, but their requests may not be approved depending on the situation.
- A consent incident is not required for a presenter to request someone be restricted from attending their classes.

2. Volunteer Restriction or Ban

- Volunteering is an additional privilege - because volunteers receive perks, are given extra responsibilities, and act as the face of the conference, one's ability to volunteer with the con can be revoked or restricted at the discretion of ConCom.
- Returning to volunteering after a ban or restriction will be considered on a case-by-case basis.

3. Presenting Restriction or Ban

- Presenting is an additional privilege. Presenters are teachers and are seen as role models, thus one's ability to present classes can be revoked or restricted at the discretion of ConCom.
- Restrictions may include limits around which kinds of classes may be taught, e.g. classes involving demos or focusing on specific topics.
- Returning to presenting after a ban or restriction will be considered on a case-by-case basis.

4. ConCom/Consent Team Restriction or Ban

- Serving on ConCom or Consent Team is an additional privilege. ConCom and Consent Team are seen as the ones in charge and as role models. Thus, one's ability to serve on either of these teams can be revoked or restricted at the discretion of ConCom.
- Returning to ConCom or Consent Team after a ban or restriction will require a unanimous vote from ConCom and the Consent Team Lead. Depending on the situation, one or more outside consent advisors may also be included in this decision.

5. Restricted Play

- In some cases, the ConCom may decide that a person may only play with other attendees in Conspace, or require that negotiations be done in front of a dungeon monitor or Consent Team member for the duration of the event.
- Those placed under this type of restriction will need to consent to allowing disclosure of their restricted status to ensure that the rules of their con

attendance are being followed or they will be removed from the event.

- People with this type of restriction may have a marker (like a certain sticker) added to their badge as an identifier.
- ConCom may also restrict or bar a person from public play in the public play spaces.
- ConCom may also bar a person from engaging in certain types of play for the duration of the event.
- If these restrictions are not followed, further disciplinary action may be warranted.

6. Restricted Interpersonal Interactions

- A person may also be barred from approaching or communicating with specified person(s) for the remainder of the event.

7. Required Classes or Coaching

- A person may be required to attend specific classes or to receive mandatory coaching relevant to the report.
- The classes and/or coaching are not required to be hosted by Beguiled or any other kink event, but must have a class outline that specifies the topics covered so that we can be certain the appropriate education has been received. The class/coaching will be reviewed and ConCom will determine if it is appropriate on a case-by-case basis. Demonstration of information learned may be required.
- Failure to complete the required class/coaching will mean that all restrictions placed on the person remain in place and additional restrictions may be applied at the discretion of ConCom.

8. Other

- Every situation is different and people's needs are different. The ConCom reserves the ability to impose other restrictions as necessary to ensure the safety of attendees and compliance with hotel rules.

Bans and Returning to Con

A ban can be temporary or lifetime. The amount of time and other details of the ban will be shared with the person being banned.

In the event of a temporary ban, at the end of the ban, the banned person must make a request to be allowed to return to the event. A person requesting to return must show that they have reflected on the cause of their ban and improved their behavior. They may be asked to demonstrate this change.

A request to return does not guarantee that the banned person will be allowed to attend. A person returning from a ban may be subject to attendance restrictions upon return.

When such a request is made, ConCom will investigate the situation. This may include

contacting the injured party(s) for their input about the banned person's potential return. These communications are not binding but provide injured parties a continued voice and to assist in our decision-making process.

If new information about the situation is received, ConCom may revisit the decision and issue a new verdict.

Appeals

Individuals facing repercussions resulting from consent violation reports may request an appeal from ConCom at any point after the decision is reached. In order for a decision to be considered for modification, the individual facing repercussions must reach out to a current ConCom member to initiate the appeals process, otherwise, the decision will stand. Initiating an appeal does not guarantee that it will be approved, and ConCom may request proof of changed behavior or self-work and may reach out to relevant individuals (i.e. the injured party) to inform their evaluation of the appeal. The appellant will be advised of the results of the appeal once a decision is made.

How To Submit a Report

Anyone may submit a report to Beguiled involving possible violations of Beguiled event policies. The best method of doing so depends on the timing and nature of the report.

Firsthand reports will typically go through the Consent Team. A [secondhand report](#) may go through the Consent Team if it was an observation of a violation or an [anonymous report](#), but reports from event leadership regarding decisions at other events should be directly communicated to ConCom.

Making a Report At The Event

If an incident happens during the event, the best ways to report it are either by finding a member of the Consent Team at the Consent Team table or by pinging a Consent Team member on Discord.

You can also approach a member of ConCom (printed ConCom badge ribbon) or a volunteer (printed volunteer badge ribbon). You do not have to provide any details about why you are asking nor should any be requested at this point. The person you ask will locate an on-duty Consent Team member and either escort you to them or have them meet you in whatever location you designate. If you prefer, you can use email to make the initial report, but the response time will probably be longer.

For non-consent types of policy violations, the best way to report is to go to a member of ConCom and let them know that you wish to report a policy violation. You may also discuss this with the Consent Team, but they may redirect you to ConCom. You can also use the Beguiled Discord Server to find ConCom during the event. Email is an option, but it will take longer to get a response because we aren't able to check email frequently during the event.

Making a Report Before or After The Event

Before the event starts or once the event is over, the best way to submit a report is via email or via direct message on Discord. You can email beguiledcon.consentlead@gmail.com. This email address goes directly to the Consent Team lead and is not copied to anyone on the ConCom. Please email any consent reports to this address or ping @Consent Team on Discord regardless of the timeframe that the incident occurred.

You can submit a report to beguiledcon.chair@gmail.com for issues not involving a consent incident that occurred at the event. This address is used for reports such as:

- Privacy or safety concerns either before, during, or after the event (e.g. doxxing)
- Other interpersonal issues that may not rise to the level of a consent incident

Reports Involving ConCom or Consent Team Members

If your report involves someone in ConCom, email the Consent Lead (beguiledcon.consentlead@gmail.com) to submit a report so they can engage the appropriate people to handle the report.

If reporting someone on the Consent Team you may either contact the Consent Lead (beguiledcon.consentlead@gmail.com) or ConCom Chair (beguiledcon.chair@gmail.com).

If you are reporting the Consent Team lead, please email the ConCom Chair (beguiledcon.chair@gmail.com).

You may reach out to the appropriate persons via Discord DMs about concerns regarding ConCom or Consent Team. If you choose to make a formal report, all text will be copied from Discord and emailed to the appropriate address. All correspondence regarding these concerns will be deleted from ConCom/Consent Lead Discord DMs to protect the privacy and anonymity of the report after a formal report is made or the discussion is resolved.

Please note that only the current Consent Lead can access the Consent Lead email address, and same for the sitting Chair of the ConCom.

If your report involves someone in event leadership, ConCom will exclude the reported individual(s) from the discussion and ensure an outside consent advisor or team is included in the discussion to minimize bias and maintain accountability.

Required Information

Ideally, a report should contain at least basic information:

- The scene name(s) of the people involved in the incident and contact emails if known
- A reasonably detailed recounting of the incident as it occurred
- A reliable means of contacting the person reporting the incident

If you are reporting an incident that happened between other people, please also describe your relationship to the people involved, if any (e.g. close friend, acquaintance, play partner, spouse, significant other, paramour, metamour, total stranger, etc.) and whether you were a witness to the incident or not. We reserve the right to decline to process reports that are not based on direct observation of an incident (for example, “My friend X told me that Y violated Z’s consent” — though we would likely contact Z regardless to make sure they’re okay).

You may submit a report that does not contain all of the above information, including anonymous reports (see below). However, these reports are often more difficult to resolve.

Reports presented to ConCom by Consent Team will be anonymized.

Anonymous Reports

While we will accept anonymous reports, they are often difficult to resolve due to the challenges involved in investigating the incident(s) being reported. An anonymous report will be treated as though it is not based on direct observation, and the anonymous reporter will not receive any additional information about the results of the investigation.

Secondhand Reports

A *secondhand report* is given by a person who has seen or heard about an interaction that violates, or may violate, someone's consent or Beguiled event policies.

In the case of a secondhand report, the Consent Team will check with the parties who may have been harmed to see if they are ok and whether they agree a violation has occurred. The reporter will not be identified during this check in, but the Consent Team member may say that a concern has been raised. After speaking with the parties involved, the reporter will be notified that the Consent Team has checked in, however no further details (including the decision whether or not to proceed) will be shared by Consent Team or ConCom.

Reports from other Events

Reports about incidents that occurred at other events will be considered by Beguiled. Decisions made by other events will be considered alongside evidence available to Beguiled ConCom so Beguiled ConCom can evaluate whether Beguiled will act upon reports from other events.