Community Expectations

1. Ink & Loom is a writing community based in and servicing people in the Dayton area. Our focus is around events to share and produce writing while also having meaningful conversations with each other about writing and the subjects of our writing. What this means:
    a. We are not responsible for anyone who does not or cannot participate due to reasons such as: an inability to meaningfully communicate with us, an inability to share or produce writing with us, an inability to attend events, etc.
    b. Interest in joining the Ink & Loom community is not an automatic admission into the community.
    c. Ink & Loom is not a business. Though we accept donations, there is no surplus cash.
2. Unless otherwise stated, Ink & Loom events are for adults. What this means:
    a. There may be drinking, there may be smoking (in designated areas), there may be legal marijuana use (in designated areas).
    b. Subjects of the writing pieces may include adult and/or triggering themes such as sex, drugs, self-harm, suicide, death, abuse, etc.
        i. With this understanding, trigger warnings are not necessary, though they are perfectly fine to use.
    c. People's autonomy is recognized.

        i. There are times where Ink & Loom guides will have to ask individuals to practice accountability, kindness, and curiosity. If those aren't met, then guides will be forced to remove individuals from Ink & Loom.

    d. You are responsible for securing the means to engage in the community. You can ask the community to help, but if people cannot help, then you must look elsewhere.

3. We expect everyone to recognize consent. What this means:
    a. Before directing sexual, romantic, or flirtatious comments at someone, have a conversation with that person to make sure it is okay.
    b. Before including people in a group or an activity that those persons have made no prior mention of wanting to be included in, ask before you include them.
4. Open community still comes with limitations. What this means:
    a. Ink & Loom hosts events and a Discord; if you cannot come to the events or join the Discord, then you will not be considered part of the community.
    b. If you consistently cannot maintain civility with the other members of the community or if you pose a direct threat to community members' safety, then you will be removed from the community.
    c. If you consistently can only engage the community when it directly relates to you, you will not be considered a member of the community.
    d. If the community does not have the resources to help you, then they do not have the resources to help you. Resources include but are not limited to time, energy, money, and transportation.

    e. If you cannot respect Ink & Loom ethos, you will be removed from the community.
    f. We try our hardest, but we are limited in our ability to accommodate every disability. If you have a disability that needs accommodating, please tell us what accommodations you need and we will tell you what of those we can provide.
5. People outside of the community are not entitled to community support. What this means:
    a. Even if you would like to join, the community is not responsible for your aid, though we may still try.
6. As a community, we will not always agree and there will be conflict. So long as you are able to have a civil, productive conversation about the conflict, you will be allowed to stay. What this means:
    a. What one person finds a joke, another person may not. Take responsibility, come to an understanding.
    b. What one person finds a conversation, another person may find an argument. Practice curiosity; prioritize understanding over being right.
    c. If a guide gets involved in a conflict that they were not in, there has been enough distress to warrant their inclusion.
    d. You cannot dead name, out someone's identity, or disregard their humanity for the sake of conflict. If you do not respect someone's identity, even in conflict, you will be removed.
7. Community members, including guides, will be held accountable for their actions. What this means:

a. If harm has been done to the community or a community member, it is the responsibility of the community to speak up about the harm to the guides to make sure a resolution has happened.
b. It is the responsibility of the guides to gather information about the damage to determine how to proceed.
c. If the community is against the decision of the guides, it is everyone's responsibility to come to a resolution.
d. Members may be asked to leave while a decision is being made for the sake of safety.
e. It is NOT the responsibility of the guides to divulge private information of members to appease a complaint. This is for the protection of the community. If someone is unwilling to understand the importance of that protection, then they may be forced to leave.
f. If issue is to be taken up against a guide, it is the responsibility of the community to come to a decision on what to do. If a guide is asked to leave by the community, a guide must leave.
g. There are circumstances in which members may be reintroduced to the group with the consent of the community. There may be additional agreed upon structures in place to help ensure that continued ruptures do not occur.

8. If the community can reasonably provide support, it is the duty of the community to provide that support. What that means:

a. First and foremost, this is a writing community. If we cannot provide writing support to our members, we are in a state of failure and must take actionable steps to return to a state of success. If it is outside the bounds of writing, then it may not be a responsibility.
b. Reasonable support means that support given will not cause harm to the support provider.
c. We must assess our relevant community resources (including time and energy) before we provide support to our members and doubly so to those outside of our community.
    i. This is not a cult. Individuals are the determiners of their own individual resources and where those resources are spent.
    ii. If an individual does not have resources to share with the community and cannot obtain the resources from the community, it is alright to step back until the resources can be obtained at no fault of the individual or the community.

9. We do not tolerate harassment. What this means:
    a. There will be no use of slurs, name-calling, dead-naming, outing.
        i. In regards to calling someone by their given name: we will not call someone a name with slurs or offensive language in it, even if asked. If someone refuses to collaborate on a solution, then we will not be able to refer to them, which means communication has broken down too far for us to allow them to continue to communicate with us and cannot be a member of Ink & Loom.

b. If someone says they do not have the soft- or hard-resources, then they must be taken at their word.
c. If someone says that they are uncomfortable, it is not okay to prove that they aren't.
d. If someone is asked to stop a clearly-defined behavior, they must stop the behavior. If they continue the behavior, they will be asked to leave.
e. If someone is asked by the community or Ink & Loom leadership to stop contacting a member of the community or leadership, then the community and leadership is under no obligation to continue contacting said person.
f. To protect us from harassment, if someone has been in contact with Ink & Loom leadership and we stop replying or contact has otherwise ceased, said person will have three (3) more attempts to reach us (spaced over days, not hours). If after those attempts to reach us you do not hear from us, do not continue to contact us. Further attempts to contact us will result in us removing you from any mailing lists, removal from our Discord server, and blocking your account.