

SoulPlay Consent & Accountability Policies

Last Updated: May 2022

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Thank you to [Misha Bonaventura](#) & [William Winters](#) of Bonobo Network for the use of their Consent & Accountability Policy as an input to the SoulPlay Consent & Accountability Policies.

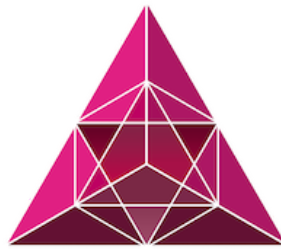
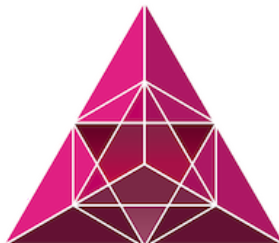
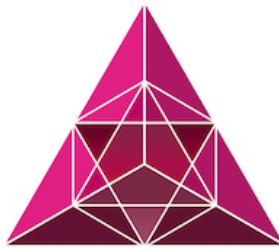


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SoulPlay's Culture

SoulPlay aspires to create a world where every individual is celebrated. Where unique desires and needs are acceptable. Where people can be free to be themselves, express themselves, and interact in a way that feels nourishing to them without fear of judgment or shame.

We welcome ongoing feedback about your needs, desires, and grievances. We are here to make your experience amazing and we hope that you feel comfortable, safe, and excited to come to our event. We strive to keep good relations with all of our attendees, volunteers, staff, and contractors. Therefore, we encourage you to approach us when you feel something requires attention or when something feels off.

SoulSupport Team

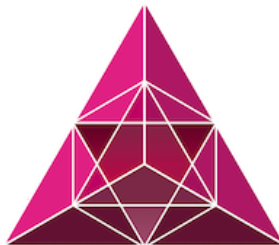
The SoulSupport team provides emotional and social support during SoulPlay events.

Members of our SoulSupport Team have a variety of professional backgrounds and credentials including training in therapy, somatic experiencing, somatica, HAI, tantra, IFS, Hakomi, active listening, NVC, mediation, and restorative justice.

Anyone at SoulPlay can approach a member of the SoulSupport team for emotional support, to learn how to handle consent conversations more smoothly, or to unpack/decide how to handle confusing or upsetting interactions they've had at the festival etc.

The SoulSupport team is also available to take reports of consent violations and inappropriate behavior during events.

The SoulSupport team will be available throughout the festival, stationed at the SoulSupport tent, supporting select workshops, and roaming the festival grounds. They will be wearing a white scarf when they are on shift and available to be approached for support and help.



Consent at SoulPlay

SoulPlay's Consent Culture

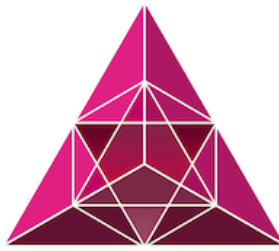
SoulPlay's consent culture is defined by the values of consent, care, accountability, restoration, and support.

- Consent means there is mutual agreement to engage physically with one another.
- SoulPlay's consent framework stems from an ethic of care. At SoulPlay, we are at least as concerned with the well-being, pleasure, and safety of other people as we are with our own. This ethic should guide every interaction you have with other SoulPlay participants from interactions at events to resolving disputes, especially if evidence suggests that you may have harmed someone -- even if that harm was not intended.
- Accountability means that we take responsibility for our behavior and tell the truth about the factors influencing it.
- Restoration means that when harm is done, we do our best to help all harmed parties heal.
- Support just means help. We offer support to those who've done harm and to those who've been harmed because, at the end of the day, we are invested in the success of accountability and healing processes.

We actively ask our participants at SoulPlay to engage in getting out of their comfort zone and take risks. Risk is present in some of what we do. As such, we do not consider this to be an absolutely "safe" space, and we encourage participants to adopt this outlook.

SoulPlay's approach is defined by *risk awareness* and [*harm reduction*](#). We encourage participants to take care of themselves, and one another, by interrogating the risks of participating in a given activity and by proactively disclosing risks to activity partners. We seek to mitigate certain risks by holding participants accountable to a common set of values and standards. We expect SoulPlay participants to be their most trustworthy selves, especially with respect to their ability to behave consensually, honestly, and considerately. This also applies to members' behavior outside of SoulPlay events. This is essential to the container that we're building together as a community.

When people fail to live up to our community's standards, we seek accountability and repair. We recognize that non-consensual behavior occurs as a fact of life. When it does, we expect that



SoulPlay members will be accountable for any harm they may have caused, participate in repair-oriented processes, and do everything they can to change their behavior.

Our standard is repair, not perfection, because we believe that the expectation of perfectionism is a trap that rewards hiding our imperfections or being in denial about our mistakes, when we should be accountable for them. Successfully repairing the harm we've done helps to reinforce the community's container of trust.

In addition, we simply don't believe that we have the resources to dispense *punishment* in ways that are fair, consistent, and proportional. We promote *accountability* and *restoration* where possible, aligned with the principles of [restorative justice](#). Our goal is NOT to determine guilt or innocence, but to reduce harm and foster healing and *resiliency*.

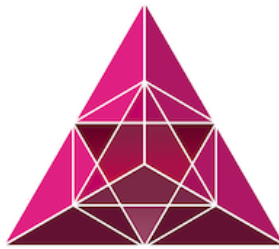
Accountability takes place when someone can take full responsibility for their actions. They do this by acknowledging their actions, the impact they had on individuals and/or the wider community, what internal and external factors contributed to their actions, and what specific steps they'll take to replace harmful behaviors with more positive ones.

Restoration involves contributing to the well-being, care, and support of those who've been harmed. In SoulPlay, restoration processes will often aim to support the healing of those who have been harmed, to repair the community's container of trust, and to restore the damaged relationship between a transgressor and the community.

As a result of our commitment to accountability and restoration, we want to make sure that all parties in a conflict are well-supported. We'll ask that folks form an ["accountability pod"](#) comprised of people they can count on to provide emotional and logistical support, along with clear, honest reflection and feedback, throughout the process.

SoulPlay is committed to receiving and responding to feedback about the conduct of community members, and we ask that community members report any consent violation or racial or gender aggression or microaggression, even ones that you may consider to be minor. This helps us to correct behavior that is out of line with community standards as soon as it happens, and before it becomes a bigger problem. This corrective feedback is a kindness to other participants, who we presume desire to act in accordance with our values. It also helps us to establish patterns of behavior, and to avoid ["missing stair" dynamics](#) in our community.

While SoulPlay rejects punishment, there may still be major consequences to losing trust by violating SoulPlay's values and expectations. Sometimes, the magnitude of the trespass, misalignment of values, lack of care for the person who was harmed, or repeated untrustworthy



behavior may mean that restoring trust between a transgressor and the community will be challenging or even impossible. If SoulPlay's leaders judge that to be the case, we may suspend or remove people from the community with no further opportunities for return to our events.

We also want to support the healing of anyone who may experience major harms (i.e., on the order of sexual assault) at our events, including offering referrals to mental health service providers ([Sex Positive Resources](#)), payment for an initial therapy session, and/or payment for an initial professional mediation session. We will cooperate with any SoulPlay member who seeks to press criminal charges for rape or sexual assault.

While we strive to be fair to all parties involved, not everyone in a given process may be aligned with the SoulSupport Team's recommended strategy. We're open to hearing feedback within reason, but unless new evidence presents itself, decisions will be final.

SoulPlay's [leaders](#), along with all core staff and volunteers are also accountable to this policy. If you feel that Romi or SoulPlay staff have not behaved in accordance with the community's consent standards, you can [file a report](#) with an independent party who will lead a process similar to the one outlined in our consent policy document. If the allegation involves [sexual assault or rape](#), the allegation will be made public and the organizer in question will automatically be suspended from the festival, pending further investigation and recommendations.

In short, our Consent & Accountability Policy is the cornerstone of our community's safety by encouraging accountability, providing support to those who've been harmed, and increasing the skill and awareness of those who've crossed other people's boundaries. Every SoulPlay participant is responsible for knowing and understanding these policies going forward, and disregard of them may be cause for removal from the event.

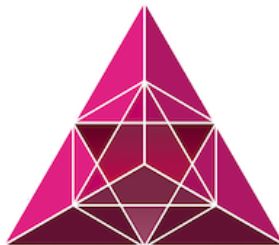
SoulPlay's Consent Framework

At its best, consent is an ongoing collaboration between two or more people in constant verbal, physical, and emotional dialogue about what each other needs to willingly, safely, and pleasurably engage in an interaction with one another.

Consent must be:

Affirmative

There is clearly expressed agreement to participate in an activity.
We're looking for the presence of a yes, not the absence of a no.



Competent	All parties have the unfettered ability, knowledge, judgment, or skill to have a sexual interaction.
Informed	All parties are able to decide whether to participate in an activity based on a shared understanding of risk factors, risk tolerances, and other relevant facts. SoulPlay attendees should proactively disclose STI risk factors and intoxication.
Unpressured	A "no" should be immediately accepted without undue persuasion, influence, or intimidation to encourage someone to do something they've expressed hesitation about doing. Any coercive tactics (e.g., threats, leveraging a power relationship) or pressure (e.g., making someone responsible for your disappointment, continuing to ask for something after a boundary is stated, or emotional manipulation) are expressly forbidden.
Specific	All parties are clear about what they are doing together and the boundaries of proposed activities. Where there is a lack of specificity, participants act with heightened caution and attunement.
Ongoing	Consent must be given throughout the interaction, and it can be revoked at any time. If consent is revoked, play must stop immediately. Partners should check in frequently, and especially when anything changes about the interaction (e.g., introduction of new people, activities, or levels of intensity.)

This framework, borrowed from [San Francisco Sex Information](#), takes consent out of a simple binary framework. In allowing us to judge the consensuality of any interaction qualitatively (as opposed to "It's there or it isn't"), we are thus invited to constantly strive for higher quality consent.

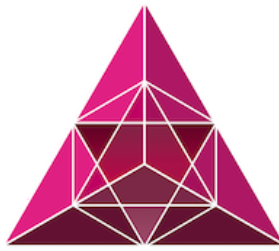
Consent Practices at SoulPlay Events

SoulPlay members must always get explicit consent that conforms to our consent framework for sexual touch (any touch of the breasts, nipples, genitals, buttocks, anus, or sexual kissing.)

At SoulPlay events, we recognize that different people have a range of boundaries with respect to non-sexual touch, that's why we encourage you to ask how someone would like to be touched. Are they very open to touch and are comfortable setting boundaries? Do they prefer to be asked before being touched? Would they prefer not to be approached for touch?

In addition, we follow these guidelines in order to best take care of one another:

- **Use your words.** Ask for consent. Ask for consent. Ask for consent.



- **Give space** for an answer after making an invitation.
- **If there's no clear yes, treat it as a no.** If your invitation is met with anything other than a clear yes, don't move forward. Instead, get curious about what might be going on for the person.
- **Say no clearly.** Your boundaries are celebrated in this community! Expressing them clearly doesn't hinder connection, it helps it. Marcia Baczynski offers [12 ways to say no gracefully](#) without saying, "Maybe later."
- **Respond gracefully to people's boundaries.** We must all participate in creating a culture that celebrates people's boundaries. In SoulPlay, the appropriate response to a "No" is, **"Thank you for taking care of yourself."** Check out [other ways to respond gracefully](#) to someone's boundary.
- **Keep it informed.** Discuss safer sex risks and any substance use before sexual play. If there are other things you need to know before playing with someone, don't assume they will tell you -- ask first.
- **If they give an inch, don't take a mile.** Consent to engage in one level of intimacy (e.g., nonsexual touch) does not automatically give you consent to advance the level of intimacy.
- **Avoid inadvertent pressure.** If someone says "not right now" or "maybe later" twice, assume that they meant no and don't ask them again. Be sensitive to all the different ways, verbal and non-verbal, that someone might be communicating "no" to you.
- **Check in frequently.** "Are you enjoying yourself?" "Do you like it when I ___?" "Do you want it softer/harder/faster/slower/gently/etc?" All of these are ways to elicit feedback to be sure that your partner is still consenting to what's happening, plus it gives you useful information about your play together. Check out Marcia Baczynski's blog for [alternatives to asking "Is This OK?"](#)

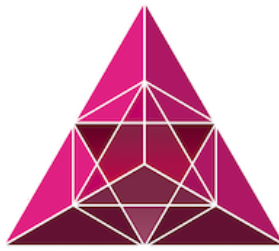
Violations of Consent

Consequences of non-consensual behavior

If non-consensual behavior is alleged, SoulSupport leaders will speak to involved parties and witnesses. They will then recommend either no action, a [Corrective](#), [Moderate](#), or [Major](#) intervention.

Corrective Intervention:

Results in a warning. You will receive a phone call.



Examples of transgressions in this category could include non-sexual touch without consent, behaving poorly in SoulPlay's online forums, poor cultural awareness regarding race, gender, age, etc.

Moderate Intervention:

Results could include: warning, probation, suspension, mediation, an [accountability pod](#) process.

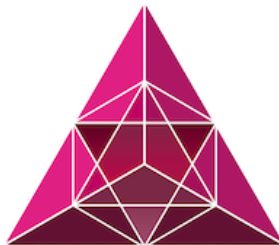
Examples of transgressions that could trigger a moderate intervention could include [consent accidents](#), intoxication, repeated corrective interventions, pressuring or badgering someone to play when that pressure did not lead to sexual contact, or certain negligent harms.

Major Intervention:

Immediate suspension from SoulPlay events and removal from online forums. Other results could include: probation, mediation, an [accountability pod](#) process, indefinite suspension, a permanent ban from SoulPlay events, sharing information about alleged behavior with organizers of other community spaces, or financially contributing to the healing of the person who was harmed.

Examples of transgressions that could trigger a major intervention could include unwanted sexual touch, pressuring someone to play when that pressure did lead to sexual contact, lying about STI or testing status, [sexual assault, rape](#), threatening or abusive behavior in person or online, an ongoing pattern of behavior inconsistent with community values and expectations, extreme intoxication, more than one [moderate transgression](#), non-consensual photos taken at an event, or deliberate false incident reports.

Note: The transgressor is responsible for doing the work and paying for any necessary [therapy](#), coaching, education, or mediation to learn from the incident. SoulPlay will pay for one mediation session if and when the person harmed is open to mediation.



Incident Response Process

If you feel that someone may not have behaved according to SoulPlay's consent policies, you can let us know by reporting the issue to a member of the SoulSupport team, one of SoulPlay's [leaders](#), or by completing our [Incident Report Form](#).

We are committed to respecting the wishes of the incident reporter, unless we feel that an intervention is needed to prevent future harm.

Our goal in responding to reported incidents is to provide care for all involved while gathering enough information to make a fair and reasonable recommendation to the SoulPlay leadership for intervention including whether or not the reported person should be allowed to remain at the event or attend future events.

Our goal is NOT to determine guilt or innocence, but to reduce harm and foster healing and resiliency.

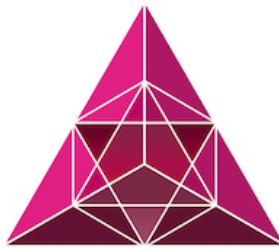
Depending on the severity of the incident and the wishes of the reporter, SoulSupport leaders may take any of the following actions when investigating the incident:

- Contact the reporter to discuss the report and possible outcomes.
- Talk to others involved including direct witnesses and the reported person.
- Consult with character witnesses (such as other event hosts) and follow up on any leads that suggest a larger pattern of the reported problem behavior

SoulSupport leaders will report the results of their investigation and recommend next steps to SoulPlay [leadership](#).

The SoulSupport leaders' recommended action(s) may include any of the following:

- Archive the information and take no further action
- Education, [therapy](#), and/or mediation
- An [accountability/support pod](#) process
- Issue an official warning
- Bar a participant from volunteering in either specific capacities or any capacity
- Probation, suspension, or banning from SoulPlay events



SoulPlay [leadership](#) will work to decide which of the following options to pursue:

- Accept the recommendation
- Request additional details or further investigation
- Pursue an alternate course of action

Once a resolution of the indecent has been chosen by SoulPlay [leadership](#):

- A SoulSupport leader will contact the reported party with an official notice
- A SoulSupport leader will contact the reporter to notify them of the team's action, if desired
- SoulPlay [leadership](#) will determine whether to announce the decision to the SoulPlay community or other events

Incident Response - Additional Details

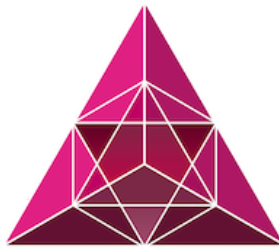
Timeline

The SoulSupport Team must often assess multiple perspectives on a single, complex issue, and just like all reporters, reportees, and witnesses, our volunteers may have busy schedules. It may take multiple conversations to provide a full understanding of the circumstances underlying a report. If you are interacting with the SoulSupport Team (as a reporter, subject of a report, or witness), you can help keep our process moving by responding to messages from the team within 1-2 days, and you are welcome to check in with the team at any time regarding the status of a report.

Anonymity

If a reporter provides information to the SoulSupport Team but does not want us to talk to the person or persons involved, we will respect their wishes unless we believe intervention is needed to prevent future harm. We will retain the information and may contact the reporter in the future.

If requested, we will not disclose the identity of the reporter during our investigation. We will make every appropriate effort to protect anonymity, though we acknowledge that it may not always be possible to prevent someone from guessing the identity of a reporter.



Confidentiality and Privacy

In order to ensure the safety and privacy of all SoulPlay participants, it is the policy of the SoulSupport Team to protect the confidentiality and privacy of participants who come to them for support and help during or after SoulPlay events or as part of an incident investigation. SoulSupport members hold as confidential all personally identifying or individual information, communications, observations, and information made by, between, or about participants.

The SoulSupport Team shall not disclose any personally identifying information or individual information collected in connection with SoulSupport Team investigations or reveal any individual participant information without the informed, written, reasonably time-limited consent of the person about whom information is sought.

The SoulSupport Team will avoid any inadvertent release of personally identifying information or individual information about any participant. The obligation to maintain confidentiality does not end when the investigation is concluded. Confidentiality extends to all current and former investigation participants, including those whose complaints were not investigated.

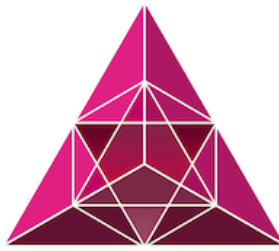
Actions taken as a result of a report may at times be shared with the greater community only when all personally identifying information has been excluded and in accordance with SoulPlay team's oversight.

SoulSupport Team members understand that their volunteer positions are contingent on adherence to confidentiality.

Possible Exceptions

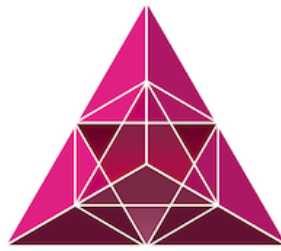
Emergencies which are life threatening or could result in serious bodily harm.

To the extent possible, emergency services should be contacted without revealing any confidential information about any SoulPlay member. In many cases, the participant will be conscious and able to speak with Emergency Medical Technicians (EMT). In the event they cannot speak with an EMT only reveal relevant information needed to treat the person. It is important to remember that even if it is appropriate to call 911, it is never appropriate to share a



participant's entire case history or file. In addition, it is not appropriate to specifically comment on any ongoing cases that the participant may be involved in with the SoulSupport Team.

Leadership may disclose confidential information when there is a clear and imminent danger that is life threatening or that could result in serious bodily harm to an individual. When appropriate and possible, this determination should be made by a SoulPlay Lead or SoulSupport team member. If time is of the essence, staff should first call 911 and notify a team member as soon as is reasonable.



Frequently Asked Questions

What sort of problem can I report?

Please report any behavior or pattern of behaviors that you feel violate SoulPlay's community agreements, are unsafe or harmful to you or others, that makes you feel afraid or threatened, or that could endanger SoulPlay 's reputation, relationships, or ability to hold events.

Who can report a problem?

Anyone who was directly affected by behavior contrary to SoulPlay 's community agreements, their officially designated advocate, or a direct witness to such behavior. We encourage people to report behavior that happens inside and outside the SoulPlay events, as our community extends beyond our events.

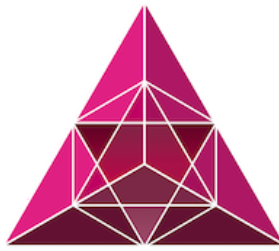
We prioritize first party reports of behavior that occurred at SoulPlay events, and such reports of incidents that occur at our events will be treated with the most urgency.

Third party reports will be recorded, but may not be acted on until a first party report is received. A third party report of behavior that would otherwise lead to a major intervention may trigger an investigation by the SoulSupport Team and the seeking of first party reports. If a third party report is made with the authorization of someone who has been harmed as a designated advocate, please indicate this in the Incident Report. However, our SoulSupport team will need some sort of statement (whether written or oral) directly from the person(s) who was harmed, as well as answers to any necessary follow-up questions.

Incidents that happen outside of events will be logged and action may be taken depending on:

- The severity of the accusation
- When the alleged behavior took place
- Whether or not we have other concerning reports regarding the reported person

Who can I make a report about?



Anyone whose behavior causes you concern. All reports will be handled equitably regardless of who is involved or that person's role within SoulPlay .

SoulPlay does not exist in a vacuum. The Bay Area sex-positive worlds are deeply interconnected and attendees at various events overlap. Therefore, the SoulSupport Team will accept reports about anyone, whether or not that person has attended SoulPlay events in the past.

Reports about incidents that happen outside SoulPlay events will be recorded but no action will be taken unless the report refers to a current SoulPlay member and the reported behavior would warrant a Major Intervention (see [Intervention Definitions](#).)

How and when can I report a problem?

Reports can be filed at any time by filling out the [Incident Report Form](#) or during SoulPlay events by reporting the issue to a member of the SoulSupport team or SoulPlay [leadership](#).

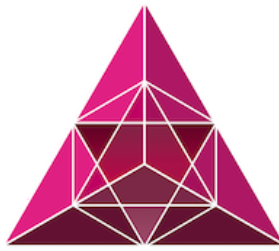
We encourage you to make a report. Even if it doesn't warrant immediate action, your report may allow us to establish a pattern which we might not have detected otherwise.

Sometimes, we get information through "*whisper networks*," which are informal or indirect channels. This may occur when someone's behavior causes concern with multiple people in a community. If we hear multiple informal reports about the behavior of a SoulPlay member, it may spark a SoulSupport Team investigation. The results of that investigation may lead to a [Corrective](#), [Moderate](#), or [Major](#) intervention.

We strongly prefer to receive reports via our official reporting channels rather than through the "whisper network".

Can I make a report about events I observed outside of an event?

Yes. If you feel any individual's behavior in other contexts suggests that he or she might present an ongoing problem for the SoulPlay community, please express your concerns at any time. Action may not be taken immediately, but it is always better for us to know of patterned behavior inside and outside the events. You can make a report as described [above](#).



What will happen when I make a report or ask for help after a consent violation?

Reports during a SoulPlay event:

If something happens during an event please come find a member of the SoulSupport team or SoulPlay [leadership](#). We will hear what happened for you, attend to your needs, collect more information, and decide on immediate next steps. You'll be assigned a SoulSupport team member once the event ends.

Reports after a SoulPlay event:

If you submit an [Incident Report](#) or contact SoulPlay [leadership](#), a member of the SoulSupport Team will reach out to you. That team member will focus on your needs in the moment and your ongoing needs as a member of our community. That SoulSupport Team member will take details of your report, and share appropriate information with the team lead and SoulPlay [leadership](#), and will help connect you with resources for ongoing support.

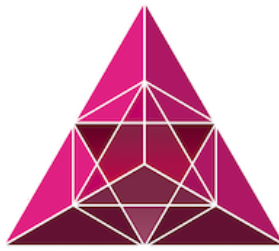
About behavior outside an event:

We encourage reports about behavior that took place outside an event. However, unless that behavior would warrant a Major Intervention in the judgment of the SoulSupport Team, we may not take further action.

Anonymity:

If a reporter provides information to the SoulSupport Team but does not want us to talk to the person or persons involved, we will respect their wishes unless we believe intervention is needed to prevent future harm. We will retain the information and may contact the reporter in the future.

If requested, we will not disclose the identity of the reporter during our investigation. We will make every appropriate effort to protect anonymity.



What will happen if I report a consent violation?

Your experience will never be questioned. However, everyone's perspectives on any given situation may be different, so we always want to talk to all parties involved before making an assessment and moving forward.

You will be asked four questions:

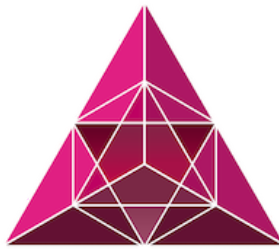
- 1) What was your experience and what was the impact on you?
- 2) What support do you need to move forward?
- 3) Are you open to mediation?
- 4) If there is an An [accountability pod](#) process, would you like to be involved?

(Note: In longer processes, you may be asked when we can have check-ins about your process.)

We may ask that the person who was harmed form an accountability pod at this time to communicate with a transgressor's accountability pod and/or SoulPlay [leadership](#). If the person who was harmed does not want to create an accountability pod or otherwise participate in community accountability processes that is their prerogative.

Following an inquiry, the SoulSupport Team may recommend one or more of the following next steps to SoulPlay [leadership](#):

- Arrange a conversation with the reporter and/or reported person
- Issue an official warning
- Bar a participant from volunteering in either specific capacities or any capacity
- Recommendations for education, [therapy](#), or mediation
 - If mediation is desired by the person who was harmed, SoulPlay may offer 1 free mediation session.
- An [Accountability Pod process](#) which may include:
 - A public letter to the community that invites others to report previously unknown impacts you may have caused
 - Checking with current and past partners about unknown impacts you might have caused
 - Repair conversations with those you have harmed
 - Reporting back to the SoulSupport Team about what you've learned
- Probation, suspension, or banning from SoulPlay events
- Archive the information and recommend no action



If a previously suspended SoulPlay participant completes an [accountability pod](#) process and SoulPlay [leadership](#) determines that person poses little ongoing risk to the community they may have the opportunity to be readmitted to SoulPlay events. Before they are granted reentry, the person harmed will be given an opportunity for a mediated conversation to aid in healing, restoration, and completion of the SoulPlay process.

In addition, SoulPlay's [leadership](#) team reserves the right to take the following actions at any time:

- Revoke tickets to events (in this case the cost of the ticket will be refunded).
- Remove anyone from our online forums or mailing list.
- Remove anyone from our events.
- Communicate about details of allegations with other community leaders (protecting the privacy of the person who was harmed)
- Make a public statement about the circumstances or consequences of a report.
- Involve venue security.
- Make public statements about the alleged transgression.
- Involve law enforcement.

What will NOT happen if I make a report?

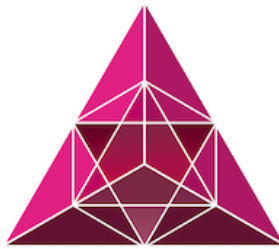
If you make a report we will not reveal your identity or any details related to the report to uninvolved parties without your explicit consent.

We will not take any sort of retaliatory action against you for reporting (or not reporting) a problem.

We will not make a recommendation for action without interviewing the person the report is about (the reportee) and any witnesses to the behavior in question.

Will I find out the results of my report?

SoulPlay values transparency in our process. All parties will be notified regarding our process and what, if any, actions have been taken.



What will happen if I've been accused of a consent violation?

While we will always err on the side of safety and treating all reporters' experiences as valid, we assume that there are multiple experiences to anyone's story and we will approach the conversation with the reported with curiosity. Here are our [Tips for What You Can do if You've Been Accused of a Sexual Violation](#).

Sometimes, we get information through "*whisper networks*," informal or indirect channels. This may occur when someone's behavior causes concern with multiple people in a community. If we hear multiple informal reports about the behavior of a SoulPlay member, it may spark a SoulSupport Team investigation. The results of that investigation may lead to a [Corrective](#), [Moderate](#), or [Major](#) intervention.

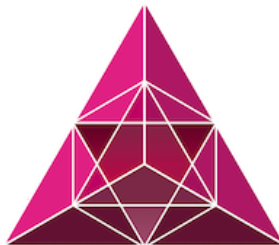
For [Moderate](#), or [Major](#) interventions, the person who is accused of doing harm to another individual or the SoulPlay container may be asked to step away from SoulPlay events permanently or until the issue has been resolved. Resolution can take place between a transgressor and the community or between a transgressor and the individual(s) they've harmed. Ideally there will be opportunities for restoration in all of the relationships involved but that is not a prerequisite for accountability.

When someone makes a report, we'll ask them how much space they need and what kinds of resources they need for healing. We'll also ask them what they want/need from the person(s)/ who harmed them.

Our default stance is to be open to the possibility of restoration with the community. Someone who has crossed another person's physical boundaries may be asked to leave the community for an indeterminate period of time and to form an [accountability pod](#) who will support them in accountability and healing.

The person who was harmed may also form an [accountability pod](#) at this time to communicate with a transgressor's accountability pod and/or SoulPlay [leadership](#). If the person who was harmed does not want to create an accountability pod or otherwise participate in community accountability processes that is their prerogative. It may not, however, prevent someone who has completed a community accountability process and deemed appropriate for reintegration into the community from returning.

People who've crossed boundaries can return to SoulPlay at the discretion of SoulPlay [leadership](#), who must ascertain that the transgressor understands the impact of their behavior, understands the psychological and material circumstances that led to their behavior, and has a



plan for ongoing support in avoiding the same behaviors in the future ([here is a good example of a plan](#)), and is actively upgrading their problematic behaviors with better ones.

Anyone who has received a [Moderate](#) or [Major](#) intervention and who is allowed back into SoulPlay events after successful completion of an [accountability pod](#) process will be [on probation](#) for five years. Any additional moderate or severe report within that period will result in their permanent ban from SoulPlay.

What happens if someone makes a false report about me?

Deliberate false reports are vanishingly rare. Here is an article describing the phenomenon: [The Truth about False Accusations](#).

If we find that someone deliberately makes a false report about you, the team will treat it as a [Moderate](#) or [Major](#) violation of community trust.

Resources

Contact Us

Misha Bonaventura~ Misha@SoulPlayFestival.com or Misha@ClearingConversations.com
Romi Elan~Romi@SoulPlayFestival.com

SoulPlay Forms & Documents:

[Incident Report Form](#)

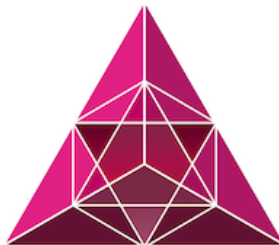
Lists

[Recommendations for Professional Support](#)

[Misha's Consent Resources](#) document is useful for those wanting to dig into consent research.

[Resources for those Harmed](#)

If you need immediate help, you can call the National Sexual Assault Hotline at 1.800.656.HOPE(4673) from anywhere in the U.S.
or



[RAINN Rape, Abuse & Incest National Network](#)

202.544.3064

[Resources for those Accused of Harming](#)

Articles in Document

[Principles of Harm Reduction](#) from page 3

[What is Restorative Justice](#) from page 4

[“Missing Stair” Dynamics](#) from page 4

[How I Found a Therapist for My Accountability Process](#) from pages 5, 9, 24

[12 Ways to Say No Gracefully](#) from page 7

[8 Ways to Hear a No Gracefully](#) from page 7

[27 Alternatives to asking "Is This OK?"](#) from page 7

[The Truth about False Accusations](#) from page 20

[Tips for What You Can do if You've Been Accused of a Sexual Violation](#) from page 20

[Example of an Accountability Plan](#) from page 21

[The Truth about False Accusations](#) from page 21

Appreciations & References

This document was created by taking bits and pieces from other policies and the support and feedback of many people.

Thank you to:

[Bonobo Network](#): William Winters & Misha Bonaventura

[San Francisco Sex Information](#)

[Boundless Consent Policy](#)

[The Organ House Incident Policies](#)

Reid Mihalko reidaboutsex.com

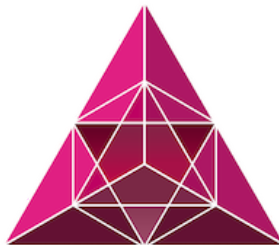
PepperMint

Marcia Baczynski www.askingforwhatyouwant.com

David Szarzynski and the Organ House team <http://www.organhouse.org>

[A Touch of Flavor](#)

Joseph Pred and the [Consent Framework Project](#)



Glossary of Terms

Consent must be:

Affirmative	There is expressed agreement with a statement or to a request. We're looking for the presence of a yes, not the absence of a no.
Competent	All parties have the necessary ability, knowledge, or skill to have a sexual interaction.
Informed	All parties are able to make a decision based on an understanding of the relevant facts of the situation (e.g., STI risk factors, other relationships, intoxication, etc.)
Unpressured	A "no" should be immediately accepted without undue persuasion, influence, or intimidation to encourage someone to do something they've expressed hesitation about doing. Any coercive tactics (e.g., threats or leveraging a power relationship) or pressure are expressly forbidden.
Specific	All parties are clear about what they are doing together and the boundaries of proposed activities.
Ongoing	Consent must be given throughout the interaction. If consent is revoked at any point, play must stop immediately. Partners should check in frequently, especially if anything changes about the interaction (e.g., introduction of new people, activities, or levels of intensity.)

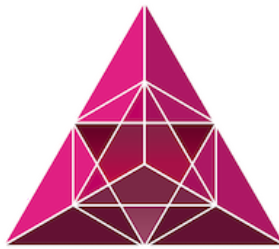
This framework was borrowed from [San Francisco Sex Information](#).

Intervention Definitions

Corrective Intervention:

Results in a warning. You will receive a phone call.

Examples of transgressions in this category could include non-sexual touch without consent, behaving poorly in SoulPlay's online forums, poor cultural awareness regarding race, gender, age, etc.



Moderate Intervention:

Results could include: warning, probation, suspension, mediation, and/or an [accountability pod](#) process.

Examples of transgressions that could trigger a moderate intervention could include consent accidents, intoxication, repeated minor transgressions over time, pressuring or badgering someone to play, or certain negligent harms.

Major Intervention:

Immediate suspension from SoulPlay events and removal from online forums. Other results could include: mediation, an [accountability pod](#) process, indefinite suspension, a permanent ban from SoulPlay events, sharing information about alleged behavior with organizers of other sexual community spaces.

Examples of transgressions that could trigger a major intervention could include unwanted sexual touch, lying about STI status, [sexual assault, rape](#), threatening or abusive behavior, an ongoing pattern of behavior inconsistent with community values and expectations, extreme intoxication, more than one [moderate transgression](#), non-consensual photos taken at an event, or deliberate false incident reports.

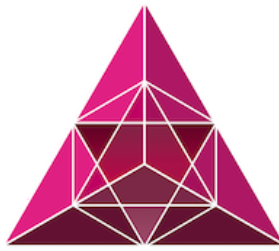
Note: The transgressor is responsible for doing the work and paying for any necessary [therapy](#), coaching, or mediation to learn from the incident. SoulPlay will pay for one mediation session if and when the person harmed is open to mediation.

Probation

A period of time, defined by SoulSupport Team recommendations, during which a SoulPlay member is under greater scrutiny. Additional reports of additional problem behavior may result in removal from the community.

Consent Accidents

A boundary crossing that was the result of a legitimate miscommunication, misunderstanding, or mistake. In SoulPlay, a lack of intent to harm someone does not release members from the need to be accountable for harms done. Members who claim that a consent accident happened are still obliged to demonstrate great care for the person(s) who was harmed, to interrogate how



the interaction could have gone better, and to develop a plan for avoiding similar missteps in the future.

Sexual Assault & Rape

From [RAINN](#):

The term sexual assault refers to sexual contact or behavior that occurs without explicit consent of the victim. Some forms of sexual assault include:

- Attempted rape
- Fondling or unwanted sexual touching
- Forcing a victim to perform sexual acts, such as oral sex or penetrating the perpetrator's body
- Penetration of the victim's body, also known as rape

Rape is a form of sexual assault, but not all sexual assault is rape. The term rape is often used as a legal definition to specifically include sexual penetration without consent. For its Uniform Crime Reports, the FBI defines rape as “penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.”