

QuIcK Inc. Member Code of Conduct

QuIcK's mission is to improve mental and physical health outcomes for LGBTQ+ climbers by providing a safe and financially accessible space where our community can connect with one another through the sport of rock climbing. Together, QuIcK will work as a unit to strengthen, educate, and motivate individuals of all abilities to become the best climbers they can be. As such, QuIcK's Board, Gym Leaders, and members are expected to adhere to the following standards that comprise QuIcK's Code of Conduct:

- Treat all members with respect and dignity regardless of race, religion, culture, gender identity or expression, mental or physical abilities, sexual orientation, age, appearance, or other exclusion criteria hereinafter referred to as protected characteristics.
- Encourage the safety, health, and wellbeing of other members and non-members.
- Collaborate with and support others members in realizing the mission of QuIcK.
- Respect the privacy of other members and non-members, as people are at different stages in their “coming out” journey.
 - To that regard, understand that QuIcK is queer group event in a public space and cannot guarantee your privacy regarding being openly LGBTQIA2S+.
- Refrain from bullying and harassment of members and non-members, including
 - comments that are unwelcome and/or suggestive, especially of a sexual nature;
 - harmful, malicious, or intimidating acts;
 - other demeaning or belittling behavior verbal, physical, written, or otherwise.
- Encourage and foster equitable access to QuIcK events and spaces for all individuals regardless of any protected characteristics,
- Climb safely and create a safe environment for others, including refraining from excessive drug and alcohol use.

In addition to the above Code of Conduct outlined for all members of QuIcK events, QuIcK's Board Members and Gym Leaders, also known as QuIcK Officers, are expected to:

- Create and foster a welcoming and safe place for all members and non-members regardless of any protected characteristic(s).
- Protect privileged or confidential information to which they have access.

- Keep the QuIcK community informed of ongoing and upcoming events such as open organizational meetings, community outings, changes to event timings, etc.
- Be supportive and constructive during QuIcK events and when working with other Officers and non-Officers.
- Listen and respond to the concerns of QuIcK members by bringing forth issues at board meetings and giving the community a voice.
- Respond to all reports with care, privacy, and seriousness.
- Act in an honest, ethical, and professional way at all times.

In order to create an inclusive, welcoming, and safe space for all members of the QuIcK community, failure to adhere to these guidelines may result in disciplinary action, including dismissal of position or banning from membership. If you feel someone has broken one or more parts of the QuIcK Code of Conduct, please report it to a QuIcK Board member or Gym Leader. QuIcK Officers who receive reports should report the complaint directly to the QuIcK President or Vice President, who will investigate the claim and take appropriate actions as necessary. In the event someone would like to file a report against the President or Vice President, the Treasurer will step in to help investigate and the accused party will be excused. QuIcK Officers will work to protect any member who makes a report from retaliation. All reports will be handled as discreetly and confidentially as possible.

Please note that attendance at QuIcK events and use of the QuIcK Discord is subject to this Code of Conduct. Pre-screening is not required to attend events and as such, QuIcK is not liable for the actions of individual attendees. QuIcK leadership will do its best to create a supportive and welcoming environment. If you feel this has not been the case, please submit a report.