

Trick or Retreat

Safe Space / Code of Conduct Policy

I expect all attendees to abide by this policy at Trick or Retreat.

Trick or Retreat is intended to give everyone a harassment-free experience, regardless of gender, sexual orientation, disability, neurodivergence, class, physical appearance, body size, race, or religion. I want this event to be a safe space for everyone and will not tolerate harassment of participants in any form. Any attendees violating these rules may be sanctioned or expelled from the event at the discretion of the event organiser.

Harassment includes offensive verbal comments related to gender, sexual orientation, disability, neurodivergence, class, physical appearance, body size, race, religion, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of activities, inappropriate physical contact, and unwelcome sexual attention. If you are unfamiliar with non-binary pronouns, you can find some useful information [here](#). Attendees who are asked to stop any harassing behaviour are expected to comply immediately.

If you act or speak in a way that someone thinks is inappropriate then it is inappropriate to that time, place, and person. If somebody tells you that you are making them uncomfortable, you must stop making them uncomfortable. Do not put your opinions or desires before the comfort of others; "It's just a bit of fun", "It's just a joke", "Where's the harm in it?" (and so forth) are not excuses for behaviour that makes anyone else feel unwelcome or as if they are a target. If you feel compelled to tell someone who is uncomfortable that they are wrong to feel that way, you are most definitely putting yourself in the wrong.

If an attendee engages in harassing behaviour either before the event (for example, via the event Discord) or during the it, the organiser may take any action they deem appropriate, including warning the offender, cancelling their ticket in advance, or expelling them from the event (without refund).

Please note that these statements are intended to apply to harassing behaviour occurring within the spaces associated with Trick or Retreat, such as in the ToR Discord server or digitally/physically during the event itself. The organiser is not able to investigate, or make a judgment on, any alleged behaviour outside of these spaces.

If you are being harassed in a Trick or Retreat space, notice that someone else is being harassed, or have any other concerns, please contact the organiser, Sarah Cole, immediately. You can contact Sarah via the information at the bottom of this document.

I will be happy to help people contact local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the event. I want people to always feel safe and welcome. In other words, I expect you all to be decent human beings to each other.

Signed by your pal,

Sarah Cole

she/her

sarah@patchworkfez.co.uk

Discord: irny#8326

Twitter/Bluesky: [@irny](#)