



Overview of Safety Policies

Skip the Small Talk is dedicated to providing an inclusive, welcoming environment for everyone, regardless of gender, gender identity or expression, sexual orientation, disability, physical appearance, body size, race, age, or religion. We do not tolerate harassment of participants in any form. Participants violating these rules may be sanctioned or expelled from the event without a refund at the discretion of event organizers.

Harassment includes, but is not limited to:

- Verbal comments that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, or religion
- Sexual images in public spaces
- Deliberate intimidation, stalking, or following
- Harassing photography or recording
- Sustained disruption of partner conversations
- Inappropriate physical contact
- Unwelcome sexual attention
- Advocating for, or encouraging, any of the above behavior

Resources & Definitions

Sexual Harassment	Sexual Harassment (investigations)	Anti-Harassment
-----------------------------------	--	---------------------------------

Enforcement

Participants asked to stop any harassing behavior are expected to comply immediately. If a participant engages in harassing behavior, event organizers retain the right to temporarily or permanently suspend the participant from engaging in some or all activities at Skip the Small Talk. This can include expulsion with no refund, temporary banning of attendance, or permanent banning. We expect participants to follow these rules at all Skip the Small Talk events. We think people should follow these rules outside of this event too!

Reporting

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible. Harassment and other code of conduct violations reduce the value of our event for everyone; we want you to feel happy, welcome, and included at our event. People like you make our event a better place. You can make a report either personally or anonymously. Please see page two of this resource for further details around reporting options, followed by our core values on page three.



Reporting Procedures

<p>Anonymous Reporting Form</p>	<p>While we cannot follow up on an anonymous report with you directly, we will fully investigate it and take whatever action is necessary to prevent a recurrence. This may, but not always, include banning the guest about which the complaint is made.</p>
<p>Personal reports may be submitted, in-person, virtually here or directly emailed to ashley@skipthesmalltalk.com</p>	<p>When taking a personal report, your event host will ensure you are safe and cannot be overheard. Once safe, we will ask you to tell us about what happened. This can be upsetting, but we will handle it as respectfully as possible, and you can bring someone to support you. You won't be asked to confront anyone and we won't tell anyone who you are. Your event host will be happy to help you contact the venue security, local law enforcement, local support services, provide escorts, or otherwise assist you to feel safe for the duration of the event.</p>

SKIP THE SMALL TALK

Core Values

Community & Trust. We owe them everything, and we strive to honor them as often as possible. When anyone tells us we should be doing something differently, we want to prioritize changing it as long as it is aligned with our values, and within our power to do so. Through transparency, openness and clarity around our “why” at every level of our community, we earn trust.

Courage & Compassion. We do the right thing, even when it’s the hard (or even less profitable) thing. We do the work it takes to stay compassionate in a field rife with burnout, and we support all who work with us in doing the same, even if it’s inconvenient, costly, or difficult. We know the magic of service provided wholeheartedly, and we do the extra work to make sure we and those who work with us can stay compassionate over the long run.

Respect & Boundaries. All humans have inherent worth; value which deserves to be treated with dignity and kindness, no matter what. We respect boundaries as a precursor to comfort and vulnerability, and expect our guests, facilitators, and all who are involved with our events to do the same.

Social Justice & Accessibility: We live in a world that systematically oppresses BIPOC, people with disabilities, people with lower socioeconomic opportunities, women and gender minorities, LGBTQIA folks, and folks of many other identities. With whatever power we have available to us, we want to prioritize the needs of systematically oppressed folks to do our small part to help right the injustices inherent to living in the world today.