SAFE SPACES AND BARCAMP PHILLY

BarCamp Philly has a long history of implicitly supporting a safe and positive environment for speakers and BarCampers to gather, converse, and explore varied interests. The intent has always been to encourage the best of the community, and in large measure, the community responds magnificently.

We, as organizers, understand that this community deserves the opportunity to continue to put its best foot forward, and so we have decided to make explicit the policy that we have always felt was so implicitly a part of the BarCamp Philly culture.

BarCamp Philly's Safe Space policy is intended to help BarCamp Philly be a supportive, as well as nonthreatening environment for all who participate. We want this space to be welcoming and engaging, and we encourage everyone — visitors, events presenters, volunteers, and collective members — to be proactive in creating an atmosphere where the safety of others is valued.

What that demands is that everyone entering the BarCamp Philly event is asked to be aware of their language and behavior, and to think about whether it might be harmful to others. We define oppressive behavior as any conduct that demeans, marginalizes, rejects, threatens or harms anyone on the basis of ability, activist experience, age, cultural background, education, ethnicity, gender, immigration status, language, nationality, physical appearance, race, religion, self-expression, sexual orientation, status as a parent or other such factors.

By attending BarCamp Philly, and/or participating in BarCamp Philly events and activities, you agree to abide by these guidelines.

Please keep the following in mind when utilizing our space or interacting with people at BarCamp Philly:

- Respect everyone's physical and emotional boundaries. Ask first before touching, and listen and change your behavior if someone tells you that you are making them uncomfortable. Check in before discussing topics that might be triggering (e.g. sexual abuse, sexual experiences, physical violence, or encounters with the police), and use trigger warnings during presentations and events. (A decent, but not exhaustive example of trigger warnings and what the imply can be found here: http://geekfeminism.wikia.com/wiki/Trigger_warning)
- Be responsible for your own actions. Be aware that your actions have an effect on others, despite what your intentions may be.

- Be aware of your prejudices and privileges, and the space or energy you take up at BarCamp Philly.
- Respect the pronouns and names of everyone. Do not assume anyone's gender identity, sexual preference, survivor status, economic status, background, health, etc.
- Respect people's opinions, beliefs, experiences and differing points of view.
- Respect the sobriety policy of the space. Alcohol is permitted only during pre-approved special events, and we request that it be used with moderation at those times. Intoxicated individuals will be asked to leave the space.
- Remember that, during this event, this is considered a public space, and that it is not completely secure. Do not bring any illicit or banned materials into it.
- Feel free to make mention of your discomfort to one of the organizers.
- Refrain from photographing or videotaping someone if they tell you it is making them uncomfortable.

DEALING WITH CONFLICT:

While it will be impractical for the organizers to prescreen or otherwise vet the content of every talk we encourage two things - if you experience any elements you find uncomfortable during a talk: Please use the "rule of two feet" and feel free to leave any talk or discussion you find uncomfortable. Further, please feel free to make mention of your discomfort to one of the organizers.

If you experience harassment, or any form of abuse, or if a perpetrator is interfering with your participation or presence at an event or in the space, please approach a BarCamp Philly organizer whom you feel comfortable talking to (in person or via email). They are here to acknowledge, and attempt to help with any conflicts arising from the violation of our policies.

This policy is new, and while we believe it is supportive of an existing culture, there will no doubt be mis-steps. We ask for your understanding. Our Safe Space policy aspires to approach the Safer Spaces policy at http://saferspacesnyc.wordpress.com/

Although we are not in complete compliance with Safer Spaces yet, it is a goal we are moving towards as an organization.

We will be looking for opportunities to improve both our commitment to engendering a safe space for everyone. We welcome the continuing discussion about and improvement of this policy.