

Agreement

All participants in our community are required to agree with the following anti-harassment policy. The Board will enforce this policy within our space and at all Arch Reactor sponsored events. We expect cooperation from all community participants to help ensure a safe environment for everybody.

Arch Reactor Anti-Harassment Policy

Arch Reactor is a community that encourages open discussion between participants, where radical variety of viewpoints are welcome and a high degree of skepticism is expected. However, insulting or harassing language or behavior towards or about other individuals is unacceptable. We want Arch Reactor to be a safe and productive environment for everyone. Participation within Arch Reactor events and spaces should be focused on collaborative, creative, and constructive making, hacking, tinkering, creating, and socializing.

Arch Reactor does not condone harassment against any community participant, for any reason. Harassment includes, but is not limited to, deliberate intimidation and targeting individuals in a manner that makes them feel uncomfortable, unwelcome, or afraid. It also includes offensive verbal comments related to race, ethnicity, religion, age, sex, disability, gender identity and expression, sexual orientation, or any other type of discrimination, as well as inappropriate presentation of sexual images in public spaces, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

Community participants asked to stop any harassing behavior are expected to comply immediately. The Board reserves the right to respond to harassment in the manner it deems appropriate, including but not limited to warnings, expulsion from the event or space, or termination of membership. The Board also reserves the right to involve local, state, or federal law enforcement agencies, if deemed applicable to any infraction. If a board member is an otherwise named party or if an obvious conflict of interest exists, the board member will recuse themselves.

This anti-harassment policy applies to everyone participating at Arch Reactor - including Board members, dues paying members, and visitors; as well as instructors, participants, and volunteers. Anyone present in our space, attending an Arch Reactor sponsored event, or representing Arch Reactor at an externally hosted event, is expected to comply with these community standards.

Anyone can report an incident violating this policy. If you are being harassed, notice that someone else is being harassed, or have any other concerns, you can contact a Board member, in person or by email, or by submitting an incident report form online. The Board, or a representative of the Board, will follow up on any incident reports received within 1 calendar week (7 days) from receipt of the report.

Board members will assist those experiencing harassment to feel safe and respected while at Arch Reactor. This includes, but is not limited to, contacting law enforcement, providing information for any official investigation, or otherwise assisting in accordance with local, state & federal law.