

Perth Spectres BASKET-BALL Code of Conduct

Perth Spectres Basketball Club is dedicated to a safe, inclusive, welcoming, and harassment-free BASKET-BALL experience for everyone. All attendees, speakers, sponsors, club members, volunteers and any other participants at Perth Spectres BASKET-BALL are required to abide by the Perth Spectres Basketball Club Code of Conduct (CoC) at the event as well as, but not necessarily limited to:

- In-person during the BASKET-BALL.
- Social events hosted or sponsored by Perth Spectres Basketball Club & it's sponsors.
- Event organizer meetings and communications.
- Session proposal processes.
- Post-event surveys.

Need Help?

If you witnessed or experienced harassment at Perth Spectres BASKET-BALL, notify one of the CoC contacts. Please report violations of our community's Code Of Conduct to us at perthspectres@gmail.com;

The CoC contacts are:

Justin Barnes, 0449 922 284, perthspectres@gmail.com

Kathleen Ryan, 0402 210 544, perthspectres@gmail.com

The event organizers who have access to the contact email address are:

Justin Barnes, Brendan Entrekin, Kathleen Ryan

If you would like to share any event issues with the Perth Spectres Basketball Club committee, please contact them at perthspectres@gmail.com. Sharing reports of incidents that occurred at

your event helps the club identify potential patterns of behavior that may have impacts beyond our local group or community.

About this Code of Conduct

Perth Spectres Basketball Club & the Perth Spectres BASKET-BALL is a club & an event that brings together the LGBTQI+ community, friends, supporters and allies who want to make a difference to the local community and the Perth Spectres Basketball Club. Perth Spectres Basketball Club is dedicated to providing a safe, inclusive, welcoming, professional, harassment-free event experience for everyone regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion and any other status protected by laws in which the event is being held. This Code of Conduct ensures we collectively create this kind of experience. This document expresses the behaviours we expect at our event, what is unacceptable behaviour, how we address unacceptable behaviour, and how to ask for help if needed.

All participants, including attendees, organizers, speakers, sponsors, club members, volunteers and event staff are required to abide by this Code of Conduct. CoC contacts, Perth Spectres Basketball Club volunteers and staff, and/or their designated representatives will enforce this code throughout the event. We expect cooperation from all participants to help ensure a safe environment for everyone.

Expected Behaviour

All event participants are expected to behave in accordance with professional standards, this Code of Conduct, applicable laws, and to the extent not contrary to the above COC governing appropriate behaviour.

We are considerate

Perth Spectres BASKET-BALL is an event that attracts diverse people from a wide variety of ethnic, cultural, gender and religious backgrounds. We acknowledge that cross-cultural communication can often be complicated and encourage everyone to consider the impact of their words and actions on those with different backgrounds and experiences.

We are welcoming

One of the greatest strengths of the Perth Spectres Basketball Club community is our inclusiveness. Making all participants feel welcome and included at Perth Spectres BASKETBALL event is everyone's job.

We are respectful

All participants should strive to treat each other with dignity and respect, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion and any other status protected by laws in which the event is being held.

We are collaborative

If and when misunderstandings occur, we encourage people to work things out between themselves where this is practical. Where support is beneficial to achieve this, participants agree to ask for help. People are encouraged to take responsibility for their words and actions and listen to constructively-presented criticism with an open mind, courtesy, and respect. If people do not feel able to work out an issue between themselves, they are encouraged to seek advice of a third party to help mediate.

To get help mediating you may contact one of Perth Spectres Basketball Club's CoC contacts listed earlier in this document.

We lead by example

Anyone who represents the Perth Spectres Basketball Club and attendees of the BASKETBALL, officially, informally, or otherwise, is a leader in our community. At Perth Spectres Basketball Club, leadership roles include, but are not limited to the organizing team, club committee, and presenters. Leadership is not an award, right or title; it is a privilege, a responsibility, and a mandate. As leaders, they must represent the best version of the Perth Spectres Basketball Club community in what they say and do.

Unacceptable Behaviour

We do not tolerate harassment and keep our event a harassment-free zone for our attendees. Harassment will not be tolerated in any form, including but not limited to harassment based on gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion or any other status protected by laws in which the event is being held.

Any report of harassment at Perth Spectres BASKET-BALL will be addressed immediately. Harassment includes, but is not limited to:

- Verbal comments or imagery that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion and any other status protected by laws in which the event is being held.
- Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment.
- Abusive, offensive, or degrading language or imagery.
- Language or imagery that encourages, glorifies, incites, or calls for violence, emotional, or physical harm against an individual or a group of people.
- Intimidation, stalking, or following.
- Harassing photography or recording.
- Sexual imagery. At a minimum, no images containing nudity or expressions of sexual relationships that might be deemed inappropriate for a public environment should be used. In addition, participants should consider local societal customs of the hosting country when deciding what is deemed appropriate for a business environment.
- Sustained disruption of talks or other events.
- Unwelcome sexual attention or advances or physical contact.
- Advocating for, or encouraging, any of the above behaviour.

Sponsors should not use sexualized images, activities, or other material. Speakers should not use sexual language, images, or anything that would constitute harassment as defined above in their presentations.

For in-person events:

- No weapons of any kind are permitted at Perth Spectres Basketball Club events.
- No illegal drugs are permitted at Perth Spectres BASKET-BALL or Train & Plays or any club events.

Consequences of Unacceptable Behaviour

Unacceptable behaviour from any Perth Spectres BASKET-BALL participant will not be tolerated. If a participant engages in unacceptable behaviour, CoC contacts, Perth Spectres Basketball Club volunteers and committee, and/or designated representatives of the venue may take any of the following actions they deem appropriate, up to and including a temporary ban or permanent expulsion from the event/future events without warning and without refund.

These actions may include, but are not limited to:

- A warning to cease their behaviour and that any further reports will result in further actions.
- Removal from Perth Spectres BASKET-BALL or any club events, with no refund.
- Not being allowed to attend future Perth Spectres Basketball Club events for a period of time or indefinitely.
- Revocation of leadership roles related to Perth Spectres Basketball Club events for a period of time or indefinitely.
- Reporting behaviour to the applicable authorities.

What To Do If You Witness Or Are Subject To Unacceptable Behaviour

If you feel threatened or violated as a result of intimidating, harassing, abusive, discriminatory, derogatory or demeaning conduct, please immediately notify a CoC contact, event volunteer or staff member listed earlier in this document. Likewise, please immediately notify us if you notice that someone else is being subjected to such behaviour.

We're all in this together

We have an amazing community and this Code of Conduct is designed to continue and strengthen our ability to safeguard and foster our event attendees and our members' wellness while encouraging the community's growth in a safe, productive and welcoming place by providing clarity and expectations around our appropriate behaviour and responsibilities. Parts of this Code of Conduct are derived from best practices used in other open-source projects' Codes of Conduct, including:

- Linux Foundation
- Ubuntu OS Feels
- Ada Initiative
- Geek Feminism

The Perth Spectres Basketball Club Code of Conduct is largely based on the DrupalCon Code of Conduct, and is licensed under a Creative Commons Attribution 3.0 Unported License (<http://creativecommons.org/licenses/by-sa/3.0/>) and is available for others to use and adapt for their own events.