



Old Colorado City (OCC) Trash Fairies **CODE OF CONDUCT**

We believe that conducting business ethically and striving to do the right things are vital to the success of this organization.

As such at Old Colorado City Trash Fairies, we are committed to ethical business practices, transparency, and the ability for all participants, sponsors, and representatives to provide and be a part of a harassment-free and inclusive atmosphere through correspondence, at events or with any person(s) that may be engaged with activities representing Old Colorado City Trash Fairies. This includes, but is not limited to: gender identity and expression, sexual orientation, disabilities, neurodiversity, physical appearance, body size, ethnicity, nationality, race, age, religion, financial stability, current living condition, or other protected category.

1. Be amazing to each other. Treat everyone with respect. Participate while acknowledging that everyone deserves to be here -- and each of us has the right to enjoy our experience without fear of harassment, discrimination, or condescension, whether blatant or via micro-aggressions. Jokes shouldn't demean others. Consider what you are saying and how it would feel if it were said to or about you.
2. Speak up if you see or hear something. Harassment is not tolerated, and you are empowered to politely engage when you or others are disrespected. The person making you feel uncomfortable may not be aware of what they are doing, and politely bringing their behavior to their attention is encouraged. If a person or persons engage in harassing or uncomfortable behavior, the OCC Trash Fairies Founders may take any action they deem appropriate, including warning or expelling the offender from the event with no refund. If you are being harassed or feel uncomfortable, notice that someone else is being harassed, or have any other concerns, please contact a member of the event staff immediately.
3. Harassment is not tolerated. Harassment includes, but is not limited to: verbal language that reinforces social structures of domination related to gender identity and expression, sexual orientation, disabilities, neurodiversity, physical appearance, body size, ethnicity, nationality, race, age, religion, financial stability, current living condition, or other protected category; sexual imagery in public spaces; deliberate intimidation; stalking; following; harassing photography or recording; sustained disruption of talks or other events; offensive verbal language; inappropriate physical contact; and unwelcome sexual attention. Participants asked

to stop any harassing behavior are expected to comply immediately or asked to remove themselves from the situation as needed.

This policy extends to talks, forums, workshops, collaborations, social media, parties, hallway conversations, all attendees, partners, sponsors, volunteers, event staff, etc. You catch our drift. OCC Trash Fairies reserves the right to refuse admittance to, or remove any person from, any OCC Trash Fairies hosted event (including future events) at any time in its sole discretion. This includes, but is not limited to, misrepresenting communication, attendees behaving in a disorderly manner or failing to comply with this policy, and the terms and conditions herein. If a participant engages in harassing or uncomfortable behavior, the event organizers will take any action they deem appropriate, including warning or termination of volunteer responsibilities granted by OCC Trash Fairies.

OCC Trash Fairies can be identified by their attire at vents. There are only a few of us and while at events we will have logo'ed attire, be leading talks, and will be readily available to review every allegation of misconduct with a zero-tolerance approach in line with the terms in this Code of Conduct. This Code of Conduct supersedes all other conversations, guidance, or other communications that have occurred in the past.

OCC Trash Fairies is always willing to discuss messaging that may be sent out on its behalf. Any messaging that may be detrimental to OCC Trash Fairies, regardless of intent, should be vetted through the Founders or other appointed organization representatives. **IF YOU ARE UNSURE, PLEASE ASK.**

Those representing OCC Trash Fairies must sign and return this Code of Conduct prior to being granted access to email lists, correspondence, or using OCC Trash Fairies as a platform for fundraising, community engagement, grant requests, lectures, or other instances where The OCC Trash Fairies mission and code of ethics is represented.

