

Community Conduct & Conflict Resolution Framework

Camp Constellation is committed to cultivating a high-consent, compassionate, and connected community. To support this, we have a Conflict Resolution Committee consisting of a group of community volunteers who are available to:

- Help clarify boundaries and navigate misunderstandings
- Support campers in processes of reflection, accountability, and repair
- Mediate or hold space for difficult conversations when needed

Campers are encouraged to reach out to this committee if:

- You feel harmed or uncomfortable and want support
- You've caused harm and want to repair
- You need help navigating a conflict or tension before it escalates

Committee members treat all concerns with care, discretion, and a commitment to community well-being. While confidentiality is respected, in matters that impact community safety, the committee may consult with each other and/or disclose limited details to Camp Leadership (e.g., the Board) in order to intervene and prevent any additional harm from occurring.

Purpose of This Document

This document outlines the procedures the Conflict Resolution Committee may follow when responding to breaches of community expectations, as described in the Community Expectations Agreement signed by each camper.

The committee prioritizes:

- **Dialogue over punishment**
- **Accountability over shame**
- **Repair over exclusion**

We believe that all campers are valued members of our community, and that harm can often be addressed through processes that center healing, consent, and mutual understanding.

That said, the safety and dignity of individual campers—and the health of the community as a whole—are our guiding priorities. In situations where harm occurs, the committee may facilitate supportive interventions, including but not limited to:

- Real-time conversations
- Facilitated dialogue
- Accountability conversations
- Temporary or permanent removal from camp spaces

This document exists to make these actions transparent, fair, and consistent, so that all community members know what to expect.

Reporting a Concern

At Camp Constellation, we believe that creating a culture of safety, consent, and accountability starts with making it easy and safe for campers to share when something doesn't feel right. Campers are encouraged to report concerns at any time, in any way that works for them.

Who You Can Talk To

Campers are welcome to reach out to:

- A Conflict Resolution Committee member
- Your Constellation Cohort Keeper
- A Board member

These individuals are available throughout camp and can help you feel heard, supported, and informed about possible next steps — if you want them.

How You Can Share

We recognize that communication looks different for everyone. There is no wrong way to reach out. You can share your concern:

- Verbally- in person or via a voice note
- In writing- on paper, in a text, or via online Contact Us form on ENMNE website (Note: the Communications Chair receives this online form and they will relay concerns to the Conflict Resolution Committee Lead unless otherwise specified. If there is a specific committee/board member you would like to receive your concern instead or in addition, you can also name that in your form.)
- Through a friend or peer you trust
- Using alternative communication methods (e.g., drawing, assistive tech, or video)

What to Expect When You Report a Concern

You will be gently asked:

1. **What are you looking for right now?**
 - A listening ear?
 - Support in setting a boundary?
 - Committee follow-up or action?
2. **How confidential would you like this to be?**
 - We'll talk about what confidentiality means to you
 - If others need to be informed to ensure safety or support, we will tell you first and negotiate the most supportive way to navigate that disclosure
3. **How do you want to be involved?**

- o Do you want to be part of a conversation or circle?
 - o Would you prefer to step back and let others take it from here?
 - o Would you like updates or to remain anonymous?
4. **What kind of resolution or outcome are you hoping for?**
- o Just being heard?
 - o A change in behavior?
 - o Community education or broader discussion?
 - o Something else?

There is no obligation to move forward with a process unless you want to.

Possible Conflict Resolution Practices

These practices involve face-to-face conversations or indirect approaches between individuals or groups involved in conflict or harm. They focus on dialogue, understanding, relationship and repair.

When appropriate, the committee will offer or facilitate practices to support community members in moving through rupture with care. Some direct practices might include:

- Supporting someone's ability to have a **one-on-one conversation** with a person who misstepped or caused harm. This is only possible when there is sufficient physical and emotional safety. In this case, the committee member would be a resource before-hand, but not present during the actual conversation.
- **Facilitating a dialogue** between someone who experienced hurt/harm and the person(s) whose actions resulted in that hurt/harm. This is an option if everyone wants this level of direct engagement. A committee member would have prep conversations with all parties and hold clear goals and boundaries throughout the dialogue.
- **Mediating a conversation**, which is similar to facilitated dialogue but often more focused on reaching agreement or resolving a dispute. This would be helpful for interpersonal conflicts where people are seeking clarity, compromise, or resolution.
- Helping organize **healing circles**, which can be helpful when the conflict reflects wider community patterns or unresolved group dynamics. In these circles (which might be separate or happen in sequence), each person participates in a facilitated healing or processing space with supporters and community reps.

There are also indirect forms of support that committee members might offer, including:

- **Shuttle mediation**, in which a committee member helps build understanding and clarify miscommunications by going back and forth between the parties (in person, over time, or asynchronously) so each person can share their needs, questions, or boundaries without being in the same room.
- **Facilitated letter exchange**, in which each person writes a letter (or voice note), guided by prompts and reviewed by a committee member. The committee member helps ensure

tone, clarity, and emotional safety before exchanging. The recipient can then read/respond on their own timeline. This can happen in multiple rounds or remain one-sided.

- Offering a **values-based self-reflection process** with or without a guide. In this process one or more parties complete guided reflections (written or verbal) on: What happened? what have they learned? what harm do they recognize? and what do they commit to moving forward? Committee members can offer to review or process the answers to these questions.

Note: Some of these interventions can be whole complete processes at camp, but others may only be complete when they extend beyond that brief time, namely healing circles and values-based reflection. Committee members will continue to be available to support beyond camp.

Steps To Maintain Safety

There are many ways that it is possible for harm to occur or for camper behavior to be misaligned with Community Expectations. In some cases, the Conflict Resolution Committee may take more drastic steps, based on the nature of the harm, the expressed needs of those harmed, and the safety needs of the broader community.

These responses are non-linear—they are not meant to be followed step-by-step. Campers impacted by harm will be offered choice and agency in determining what process feels safest and most appropriate.

In certain cases, when safety is at risk or previous efforts have not addressed the concern, the Conflict Resolution Committee may use higher-impact measures to protect individuals or the community, including:

1. Restrictions from Space

- Temporary or conditional limits on access to certain areas, events, or individuals during camp.

2. Behavioral Agreements

- A formal agreement outlining how one will participate at camp safely moving forward, including expectations, boundaries, and accountability steps.

3. Removal from Camp

- Immediate removal from camp may occur when:
 - Safety is compromised
 - There is a severe breach of consent
 - Repeated behaviors show disregard for camp values
- Certain behaviors cause serious harm to the safety of our community and will result in immediate removal from camp. These include:
 - Physical assault

- o Sexual violence
- o Harrassment

Note: In some cases, rejoining the community in future years may be possible through meaningful engagement in a community accountability process.

Community Conduct & Responses

This guide is intended to support transparency about how our community addresses harmful or concerning behaviors. It is not a checklist or a strict formula where a specific behavior always results in the same outcome. Every situation will be evaluated in context, with attention to impact, accountability, and community safety.

The examples below illustrate types of behaviors that may cause harm, as well as possible responses the Conflict Resolution Committee may take. These lists are not exhaustive. Our goal is to respond in ways that are proportionate, constructive, and centered on the well-being of the community.

Examples of Concerning Behaviors:

- Disrupting workshops or camp programming
- Disrespect toward facilities or the environment
- Unsafe substance use
- Unintentionally harmful or marginalizing comments/behaviors (e.g. racism, xenophobia, ableism, transphobia, etc.)
- Intentionally harmful or marginalizing comments/behaviors
- Non-sexual touch without consent
- “Puppy-dogging”¹
- Ignoring or not respecting “no”
- Objectifying other campers (without their consent)
- Repeated patterns of unresolved behavior after prior interventions
- Patterns that compromise camper safety
- Severely endangering the health and safety of campers or staff
- Physical violence²
- Intimidation³
- Sexual violence⁴
- Consent violations⁵, including sexual touch or sexual assault

Possible Responses by the Committee:

- In-the-moment intervention
- Follow-up conversations with those involved
- Temporary restrictions on events or space access
- Removal from camp for the current year
- Reentry contingent on completion of a change process

- Permanent removal in cases of severe harm

Note: The committee/board notes patterns of behavior reported to them and may adjust follow up according to previous reports.

Definitions

¹ *Puppy dogging*- Following someone around, watching them and their movements, and purposefully trying to stay in the same room/space with someone out of attraction, without any intent to act to express interest; thus creating discomfort in the other party.

² *Physical violence*- pushing, hitting, throwing objects, stabbing, shooting, other forms involving physical touch

³ *Intimidation*- hostile looks or deeds; attempting to frighten; homo/biphobia; transphobia; racism; sexism; isolation

⁴ *Sexual violence*- not respecting physical and emotional boundaries, unwanted sexual advances (come-ons/touching), groping, rape, following around

⁵ *Consent Violations*- a severe breach of consent that significantly violates another camper's physical, emotional, or psychological boundaries. These actions go **beyond miscommunication** and often involve deliberate disregard of someone's clearly stated boundaries or non-consent.

Examples may include:

- Coercion or manipulation to obtain "consent" (emotional pressure, guilt-tripping, intoxication, etc.)
- Repeated violations after a clear "no" or stated boundary
- Ignoring or overriding safety protocols in play or intimacy
- Non-consensual sexual touch
- Continuing physical intimacy after a freeze, dissociation, or verbal/physical withdrawal

Request for Reconsideration/Appeal

We include a Reconsideration/Appeal Process because our community values accountability, compassion, and fairness. We know that no group or committee can guarantee perfect judgment every time. We also recognize that people grow, perspectives shift, and new understanding can emerge after difficult conversations. Decisions about restrictions or removals (both choosing to or choosing not to) can have a deep impact on members and the community, and we want to approach them with humility and openness.

This safeguard is about practicing care, accountability to each other and the values that hold our community together, and the belief that people and communities can evolve.

By including a process for Reconsideration/Appeal, we are:

1. Recognizing our limited knowledge and possible biases: We may not always have the full picture and are limited by our own social lenses (what we experienced and what society/those around us taught us). We recognize that every interaction has multiple perspectives and all of them are valid.
2. Recognizing change and growth: People may reflect differently with time and new insight.
3. Offering voice and agency: Affected members deserve an opportunity to share their perspective or progress.
4. Living our values: Our aim is not punishment, but safety, learning, repair, and rebuilding trust.

How the Process Works

1. Who can request Reconsideration/Appeal? Any individual directly affected by a restriction or removal decision. This includes the person who shared the concern, the person who received the intervention if one was made, or other community members directly impacted by the decision.
2. How to request Reconsideration/Appeal: A request may be submitted to any Board or Conflict Resolution Committee member that the individual feels comfortable speaking or writing to, or sent by email to information@enmne.com (the Communications Chair will be checking this account and relaying messages to the Board/Committee). The request should include the individual's perspective, reflections, changes, or new context explaining why they believe the decision should be revisited.
3. Who reviews the request? The full body of the Board and the Committee will review the request and come to a decision, taking into account the initial instance, any further developments, the impact to the community member(s) harmed, the impact to the person requesting the change, the impact to the community at large, and any other factors presented.
4. Possible outcomes: The review group may (1) Uphold the original decision, (2) Modify the decision (e.g., adjust the length or scope of restrictions), or (3) Change the decision and suggest alternative restorative steps,
5. Limitations: In instances of removal, after one request for a review process has been completed, additional requests will only move forward when there is clear evidence of growth and meaningful steps taken toward reinstating full community access.

Our Commitments

The committee and community leaders commit to:

- Treating every concern with care and respect
- Upholding confidentiality and transparency
- Avoiding assumptions or judgments
- Honoring your autonomy, agency, and needs in the process
- Following up in a way that is mutually negotiated and understood