



## **Code of Conduct**

*The Modern Quilt Guild and Maritime Modern Quilt Guild (MMQG) seeks to foster a vibrant and inclusive organization built on encouragement and mutual respect, where all feel welcome. We support the participation of all who are interested in the growth and development of modern quilting and we value the diversity arising from differences that make us who we are.*

The Modern Quilt Guild and MMQG is committed to providing an environment that is free of discrimination of all types, and free of abusive, offensive, or harassing behaviors. All participants deserve to feel safe and respected.

This applies to everyone regardless of age; gender; gender expression or identity; sexual orientation; race; color; creed; ancestry; ethnicity; language; nationality; place of origin; immigration status; parental status; marital/partnership status; socio-economic status; education level; political beliefs; religion (or lack thereof); physical, mental or developmental (dis)abilities; neuro(a)typicality; size; appearance; work and behavioral styles; the perspectives of each individual shaped by their nation, experiences and culture; quilting style or level of experience; or any of the numerous other characteristics that make us who we are.

*Please note that any exclusions from this list were not intentional - if there is another factor of diversity that you wish to see reflected above, please contact the MMQG Executive.*

## **Creating a safe environment for everyone**

In order to ensure a safe environment for everyone, all attendees, speakers, sponsors and volunteers at MMQG events including our Facebook Group are expected to:

- Act with kindness, fairness, honesty, integrity and openness.
- Respect the differing viewpoints of others and offer critiques or opinions with respect.
- Treat all with equality and dignity, as they would wish to be treated.
- Provide a healthy environment for the exchange of ideas.
- Be inclusive - go out of your way to be inviting and welcoming to others, especially those you don't know as well.
- Encourage and support other members of our community.
- Be proactive in educating yourself about diversity topics - if there are any terms or concepts in these guidelines that are unfamiliar to you, there are many great resources on the internet.

## **Unacceptable behaviors**

- Harassment - including (but not limited to) deliberate intimidation, stalking, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.
- Discrimination - unjust or prejudicial treatment of different categories of people; behaviors based on bigotry or implicit biases against a particular group.
- Making generalizations or reinforcing stereotypes about people who are different from you.
- Personal attacks or offensive verbal comments.
- Bullying - seek to harm, intimidate, or coerce (someone perceived as vulnerable).

## **How to report unacceptable behaviors**

If you experience or notice an unacceptable behavior by a member of the MMQG community (including members, volunteers, teachers/speakers, sponsors, vendors and event participants), or have any other concerns related to inclusion, please contact the MMQG Executive.

The MMQG Executive will respond as promptly as we can to all reports. We will respect confidentiality requests for the purpose of protecting victims of abuse. We will not name harassment victims without their affirmative consent. Anonymous complaints or observations can also be provided but please understand that we may not be able to fully address complaints that are filed anonymously if we are not able to confirm the details.

Please be aware that the MMQG prioritizes marginalized people's safety and well-being over privileged people's comfort. The MMQG reserves the right not to act on complaints regarding:

- 'Reverse' -isms, including 'reverse racism,' 'reverse sexism,' and 'cisphobia'
- Reasonable communication of boundaries, such as "leave me alone," "go away," or "I'm not discussing this with you."
- Communicating in a 'tone' you don't find congenial.
- Criticizing oppressive behavior or assumptions.
- Personality conflicts and gossip.

Regarding personality conflicts the MMQG prefers that these be handled on a one-by-one basis by the individuals involved. This code is to be used for serious issues only.

## Response to unacceptable behaviors

MMQG members or attendees of events who are asked to stop any unacceptable behavior are expected to comply immediately. If a participant (including vendors, speakers, and teachers) engages in harassing behavior, the MMQG may take any action they deem appropriate, up to and including expulsion from all MMQG spaces and events (without refunds of any fees).

## Executive Guidelines (WIPS)

In order for members of the MMQG executive to determine how to approach any question, comments or concerns the following questions can be asked.

- W – **WHOSE** executive role is this to take on?
- I – I will get **INPUT** from the executive before acting?
- P – Will this have a **POSITIVE** impact on the guild?
- S - Provide a **SUMMARY** report to the executive following action.

## Members Guidelines (THINK – Think before you speak)

Before all members respond to things they see or hear, particularly in our Facebook group, ask yourselves the following questions.

- T – Is it **TRUE?** – is this fact or is really an opinion or feeling? Know and be clear before you speak.
- H - Is it **HELPFUL?** – Does it help you, them or the situation?
- I - Is it **INSPIRING?** – Also, Does it **IMPROVE** on the silence?
- N - Is it **NECESSARY?** – Would this be better left unsaid?
- K Is it **KIND?** – What is your motivation for communicating?

Other questions to ask yourself:

- Am I saying this from a place of anger?
- Am I being respectful?
- Who is my audience? Can this be done privately?
- Who else might be able to hear, see or read this?
- How might what I'm saying appear to others?
- Could someone misinterpret what I am saying?
- What am I saying about myself with these words?