

Sacramento Social Club

Code of Conduct

Overview

Our organization supports community and the individuals rights to freedom of expression but all members are expected to respect each other as is necessary to build community. Appreciate and respect one another. Communicate disagreements rather than spark drama

The Sacramento Social Club (SSC), is an organization dedicated to growing a sense of community in the greater Sacramento area, to enriching it, and making it a more enjoyable place for all. To that end, we are dedicated to providing a safe, inclusive, and open environment in which all people are welcome to share their ideas, thoughts, and experiences with each other in the community.

In that vein, we want to provide a harassment-free experience for everyone, regardless of gender identity or expression, sexual orientation, disability, physical appearance, body size, race, age, religion, or non-religion. We encourage the use of and respect for preferred personal pronouns. We openly support progressive, civil rights movements. We also support the LGBTQ+ community and want you to feel comfortable being the best version of yourself.

We do not tolerate harassment of participants in any form. Harassment includes (but is not limited to) offensive comments & communication related to age, gender, sexual orientation, disability, physical appearance, body size, race, religion, sexual images, deliberate intimidation, stalking, sustained disruption of discussions or other events, and unwelcome sexual attention. If a participant engages in behavior that violates this code of conduct, the leadership may take any action they deem appropriate, including warning the offender or expulsion from the group.

SSC prioritizes marginalized people's safety over privileged people's comfort.

This code of conduct applies to all spaces physically and virtual managed by SSC. This includes Real world events, Meetup pages, volunteer opportunities with other organizations we are involved with, and any other forums created by the SSC members which the community uses for communication. In addition, violations of this code outside these spaces may affect a person's ability to participate within them at the discretion of leadership.

If you believe someone is violating the code of conduct, we ask that you please report it to an organization leader. For more details please see our Reporting Guidelines.

This isn't an exhaustive list of things that you can't do. Rather, take it in the spirit in which it's intended - a guide to make it easier to enrich all of us and the various communities in which we participate. In sum, be excellent to each other and follow the Golden Rule: Treat others as you would want to be treated.

Open Source Citizenship

A supplemental goal of this Code of Conduct is to increase open source citizenship by encouraging participants to recognize and strengthen the relationships between our actions and their effects on our community.

Communities mirror the societies in which they exist and positive action is essential to counteract the many forms of inequality and abuses of power that exist in society.

If you see someone who is making an extra effort to ensure our community is welcoming, friendly, and encourages all participants to contribute to the fullest extent, we want to know. Examples may include:

- Leading quality events
- Good sportsmanship
- Supporting others
- Being a mediator

Expected Behavior

General Guidelines

In order to promote the overall health and longevity of the community we expect that all members participate in an active, authentic, and productive way. This includes, but is not limited to:

- Exercise consideration and respect in your speech and actions.
- Keep it safe for work when in a public setting.
- Collaborate quickly and cooperatively to resolve conflicts.
- Demonstrate good sportsmanship and support your teammates.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Be mindful of your surroundings and of your fellow participants. Alert community leaders if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, even if they seem inconsequential.
- Remember that community event venues may be shared with members of the public; please be respectful to all patrons of these locations.

We all hold each other accountable for our actions; if you see something, say something. This applies to all behavior guideline subsections.

Personal Identity Guidelines

Members come from all walks of life and may observe different beliefs and traditions than that of your own. It creates a unique opportunity to step outside one's comfort zone and see the world through someone else's eyes. With that said, it is also important that there is mutual respect regarding personal identity:

- Please refer to a member by the name they are most comfortable with.
- Please refer to a member using the pronouns that they are most comfortable with.
- Please respect requests related to any additional identity criteria that members may have.
- Please disengage from a member if you feel you may have difficulty respecting their personal identity requests.
- Please be open minded and do your best to learn about your neighbor before dismissing them for any of their above requests or needs.

Non-leadership members are not obligated to interact with any other member. However, members are obligated to treat all other members with respect. If someone is disrespecting a member we ask that you disengage and report it to leadership, or someone that will advocate for you on your behalf. We strongly believe in the constitutional right to free speech but members do not have a right to hold

anyone socially or verbally hostage.

Pandemic Guidelines

Additionally, we have established guidelines regarding additional expected behavior in a national pandemic crisis:

- Members are expected to bring a mask they find comfortable to all events. The mask must cover your mouth and nose.
- Members may remove their mask while sitting and to eat or drink.
- Otherwise, members are expected to wear the mask at all times in accordance with local or CDC guidelines.
- Adhere to social distancing standards; remain at least 6 ft. away, preferably outdoors, from other members whenever possible.
- Leadership will convene to discuss our own limits on acceptable and unacceptable events. For example, we may restrict all in-person events, or lift said restrictions in accordance with changing circumstances.

Unacceptable Behavior

The following behaviors are considered unacceptable within our community, although this should not read as an exhaustive list:

- Violence, threats of violence, or violent language directed against another person.
- Sexist, racist, homophobic, transphobic, ableist, or otherwise discriminatory jokes and language.
- Posting or displaying sexually explicit or violent material.
- Posting or threatening to post other people's personally identifying information ("doxing").
- Personal insults, particularly those related to gender, sexual orientation, race, age, religion/nonreligion, or disability.
- Inappropriate photography or recording in private spaces.
- Harassment that includes sexual harassment of any kind.
 - Harassment is defined as consistent and repeated unwanted attention.
 - Examples
 - Touching someone without their consent
 - Misleading someone into unwanted physical contact
- Deliberate intimidation, stalking or following (online or in person).
 - Examples
 - Unwanted invasive questioning
- Advocating for, or encouraging, any of the above behavior.
- Sustained disruption of on-topic community discussions.

Consequences of Unacceptable Behavior

Unacceptable behavior from any community member, including sponsors and those with decision-making authority, will not be tolerated.

Anyone asked to stop unacceptable behavior is expected to comply immediately.

If a community member engages in unacceptable behavior, the community leaders may take any

action they deem appropriate, up to and including a temporary ban or permanent expulsion from the community without warning.

Responsibility and Liability

The last thing we want or expect is for our group to negatively impact someone's life and we strive to maintain a safe, welcoming environment for all. However, it is important to have procedural guidelines and set expectations in the event that personal injury or criminal activity occurs:

Personal Injury

By participating in SSC events you acknowledge that the SSC is not responsible for accidental injury related to events; particularly with regards to sports and outdoor adventures. Accidents happen and we have a reasonable expectation that members will be responsible for their own health and safety. By participating you declare that you are in reasonable health to safely and successfully participate in strenuous activity. By participating you hereby excuse the SSC from any responsibility related to accidental, personal injury.

Criminal Activity

It is improbable that the group will be used as a vehicle to commit crime. We take precautions to meet in high traffic, public spaces and like to check in on attendees to see how things are going. However, in the event the group is witness to a crime, it is the responsibility of the group to cooperate fully with intermediaries or law enforcement to fully realize the investigation of said crime. Criminal behavior is unacceptable and we will report any behavior we deem criminal to the appropriate authority.

Please do not hesitate to pull a leader, member, or venue staff aside to report suspicious activity. Alternatively, please call the authorities yourself, if you are able.

Reporting Guidelines

If you are subject to or witness unacceptable behavior, or have any other concerns, please notify a SSC leader as soon as possible, using whatever medium (Email, text, phone, email, in person conversation, Meetup message) you feel most comfortable with.

The community reserves the right not to act on complaints regarding:

- 'Reverse'-isms, including but not limited to '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 racist, sexist, cissexist, or otherwise oppressive behavior or assumptions.

Additionally, if you feel you have been falsely or unfairly accused of violating the Code of Conduct please do not hesitate to reach out to leadership.

Leadership Structure

Meetup has the following: Organizer, Co-organizer, assistant organizer, event organizer, and member. While one person is required to be an "Organizer" for the group to exist and there may be technical differences on Meetup's end, the titles mean nothing to the organizational structure of SSC.

This is a community, of the people, by the people, and for the people.

Anyone may choose to become a leader as they wish, and anyone may step down. Leaders are encouraged to actively take feedback, plan and execute events, and make sure that all events are safe and appropriate to the members expectations. No leader is obligated to take on any task, or fill any role they do not wish or feel comfortable with however. As volunteers, please be respectful of a leader's time and commitment. If one leader isn't willing or able to take up your event, talk with another or consider leading it yourself. The only unique expectation of a leader is that they will be held to an even higher standard with regard to this code of conduct, and must listen to all member issues, then take all conduct violations to the full leadership team for final action, though they may take temporary action if the situation is an emergency one in their judgement.

Leadership Expectations

The leadership group is a team. Leadership members are expected to cooperate to resolve challenges together. There is no hierarchy to leadership and no voice is above or to be louder than another's. Leaders will come or go as their life permits, but all agree to work on behalf of the community to the best of their abilities. Cooperation, will of the group, and community building are the point and purpose

Scope

We expect all community participants (contributors, paid or otherwise; sponsors; and other guests) to abide by this Code of Conduct in all community venues—online and in-person—as well as in all one-on-one communications pertaining to community business.

This code of conduct and its related procedures also applies to unacceptable behavior occurring outside the scope of community activities when such behavior has the potential to adversely affect the safety and well-being of community members. Remember, be kind to yourself and others, the environment, and those that choose to partner with our community.

Contact info

Feel free to contact any of the SSC organizers at any time. Their names are clickable chat links through Meetup, or call, text or email those who provide it:

[Aaron Walker](#)

[Alon Pekurovsky](#)

[Audrey Amort](#)

[Chris](#)

[Danielle Beck](#)

[David](#)

[Dylan](#) - 602-628-4327

[Emily V](#)

[Grace](#)

[Heather Danley](#)

[Jaleh](#)

[Jen](#)

[Jeremy](#)

[Kevin B](#)

[Marisol](#)

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[Nicolas](#)

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[Robin](#)
[Sam](#)

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Portions of text derived from the [Denver Devs Code of Conduct](#) which itself borrowed from the [Django Code of Conduct](#), the [Geek Feminism Anti-Harassment Policy](#), and the [Citizen Code of Conduct](#)

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