

Humanists of the Palouse Conduct and Harassment Policy

The [Humanists of the Palouse](#) (HOTP) are committed to fostering a safe and inclusive community reflective of [humanist values](#) of reason, compassion, respect and dignity of all people. To that end, we expect individuals to comply with the following Code of Conduct and Harassment Policy.

Compliance with this policy applies to all individuals, familiar or unfamiliar, including Humanists of the Palouse representatives*, who attend events, meetings, or any and all gatherings sponsored, supported or hosted by the Humanists of the Palouse.

**HOTP representatives, for the purpose of this policy, are defined as, board members of HOTP, facilitators or volunteers.*

Why This Policy is Important

The Humanists of the Palouse aim to develop a community in which secular people, free-thinkers, atheists and agnostics, and everyone in between, will feel comfortable, welcome, safe and supported. [Read our Mission Statement here](#). In any group of people who come from different backgrounds and experiences (as we all do), it is important that we put in place certain standards of engagement so as to limit harm ([intended or unintended](#)^[1]), allow for productive discussion of ideas, and provide a space where people can share differing opinions, thoughts, feelings and experiences, while still being respectful and compassionate^[6] with one another.

Harassment at gatherings and in online communities is unfortunately common. The Humanists of the Palouse want to improve this by making it clear that harassment of anyone for any reason is not acceptable within our community. This policy is intended to prevent harassment by clearly defining expectations for behavior, provide reassurance, and encourage individuals to

Speak out in support of each other. In addition, it is our hope that this policy will act as a valuable resource to guide and inform our interactions with one another.

Guidelines to Follow

The Humanists of the Palouse define misconduct, as it relates to this policy, as any behavior that has the [intention or impact](#)^[1] of unreasonably inhibiting another individual's ability to enjoy or participate in HOTP spaces, online or in-person.

1. Be excellent to each other. We want everyone to feel safe and respected, regardless of gender identity and expression, sexual orientation, ability, neuro-diversity, physical appearance, body size, ethnicity, nationality, race, age, religion, or other protected category. Treat everyone with respect and follow the [Golden Rule](#)^[3]. 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](#)^[4]. Consider if that joke is worth telling; does it devalue or diminish another person or an entire group of people? Consider what you are saying and how it would feel if it were said to, or about you. Be mindful that each human being has their own story and their own struggle. Practice [empathy](#)^[6].
2. If you feel comfortable and safe, speak up if you see or hear something. If you do not feel like you are in a position to speak up, please notify a representative of HOTP or a trusted individual who can support you. [Harassment](#)^[7] is not tolerated, and you are empowered to [constructively engage](#)^[2] when you or others are disrespected, dismissed or devalued. If an individual engages in harassing or unwelcome behavior, HOTP leadership may take any necessary and reasonable action, including warning or requiring the individual to immediately remove themselves from the current space and/or future spaces (this applies to online spaces and in-person spaces). If you are being harassed or feel

uncomfortable, if you notice that someone else is being harassed, or if you have any other concerns, please contact a member of HOTP leadership immediately. We stand by you.

3. Harassment^[7] is not tolerated. Harassment includes, but is not limited to: language or behavior that reinforces [social and cultural structures of domination and oppression](#)^[8] related to gender identity and expression, sexual orientation, ability, neuro-diversity, physical appearance, body size, ethnicity, nationality, race, age, religion, or other protected category; deliberate intimidation; stalking; following; harassing photography or recording; sustained disruption of talks or other events; inappropriate or unwelcome physical contact; and unwelcome sexual attention. Be cognizant of how your behavior may be received, respect personal [boundaries](#) and practice [consent](#)^[5]. Participants asked to stop any harassing behavior are expected to comply immediately.
4. Be aware of the “space” you take up in your interactions with others. Consider if you may be dominating the conversation with your well-intentioned thoughts, opinions or questions. Know that you are not entitled to intellectual space. Are there other voices or experiences that are silenced because you feel the need to speak first or speak loudest? Practice listening first.

Reporting

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible to a HOTP representative or a trusted individual, so that any and all necessary action can be taken. Harassment and other code of conduct violations reduce the value of our community for everyone. We want you to feel included, valued and safe in our community. We stand by you.

You can make a report either anonymously or personally.

Anonymous Report

To make an anonymous report, click here:

<https://goo.gl/forms/C6Ya9EZVrTBvgqIu2>

We cannot follow up an anonymous report with you directly, but we will fully investigate it and take whatever action is necessary to prevent a recurrence.

Personal Report

To make a personal report:

- Call or text this phone number: [208-301-3478](tel:208-301-3478).
- Email: jstratichuk@americanhumanist.org
- Contact an individual HOTP representative:
www.humanistsofthepalouse.org/board

We will listen, respect you, and take action as necessary. In addition, we will be happy to help you in contacting local law enforcement, support services, provide escort, or otherwise assist you to feel safe. We value you as part of this community.

Resources

Emergency: 911

Moscow Local Law Enforcement:

City of Moscow Police Department Non-Emergency: 208.882.2677

University of Idaho Campus Security: 208.885.7054

Pullman Local Law Enforcement:

City of Pullman Police Department Non-Emergency: 509.334.0802

Washington State University Campus Police: 509.335.8548

University of Idaho 24-hour Crisis Hotline: 208.885.6716

Washington State University 24-hour Crisis Hotline: 509.334.1133

Local Sexual Assault Hotline:

ATVP 24 Hour Crisis Hotline: 1.877.334.2887

University of Idaho Women's Center: 208.885.2777

Washington State University Women's Resource Center: 509.335.6849

Moscow Medical Services:

Gritman Medical Center: 208.882.4511

QuickCARE Walk-in Clinic: 208.882.0540

Pullman Medical Services:

Pullman regional Hospital: 509.332.2541

Pullman ReadyCare: 509.332.2517

Glossary

1. Intention vs. Impact^{a, b}
 - <http://everydayfeminism.com/2013/07/intentions-dont-really-matter/>
2. Constructive Engagement (confronting someone about an issue):^a
 - https://youtu.be/DsN3pwbkyWo?list=PLEky8dzLWWB-Ot_D91tgg8NIAhwlVYAdo
3. Golden Rule^a
 - <http://www.thinkhumanism.com/the-golden-rule.html>
 - https://en.wikipedia.org/wiki/Golden_Rule#Humanism
4. Micro Aggressions^a
 - <https://www.youtube.com/watch?v=hDd3bzA7450>

- http://www.uua.org/sites/live-new.uua.org/files/160624_356_whymicroaggressionshurt.pdf
- http://www.uua.org/sites/live-new.uua.org/files/microaggressions_by_derald_wing_sue_ph.d..pdf
- <http://sph.umn.edu/site/docs/hewg/microaggressions.pdf>

5. Boundaries & Consent^a

- <http://everydayfeminism.com/2015/11/practice-consent-beyond-sex/>
- <http://juliepagano.com/blog/2014/03/10/ally-smells-boundaries/>

6. Empathy and Compassion^{a, b, c}

- <https://en.wikipedia.org/wiki/Empathy>
- <https://www.youtube.com/watch?v=vzvYm2DNzSo>
- <https://www.youtube.com/watch?v=UzPMMSKfKZQ>

7. Harassment^a

- <https://en.wikipedia.org/wiki/Harassment>

8. Oppression^a

- <http://everydayfeminism.com/2017/01/trouble-explaining-oppression/>