

South London Makerspace Code of Conduct



South London Makerspace is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, or religion.

We do not tolerate harassment of people at our events or space in any form. People violating these rules may be sanctioned or expelled from the space or the event at the discretion of any South London Makerspace member/director.

Harassment includes offensive verbal comments related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, religion. Harassment also includes sexual images in public spaces, deliberate intimidation, verbal or physical threats, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

People asked to stop any harassing behaviour are expected to comply immediately.

If a person engages in harassing behaviour, South London Makerspace members may take any action they deem appropriate, including warning the offender or expulsion from the space or event. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a director immediately.

Warnings

Any member of South London Makerspace can issue a verbal warning to a person that their behaviour violates the space's anti-harassment policy. Warnings should be reported to directors@southlondonmakerspace.org as soon as practical. The report should include:

- Identifying information (name) of the person
- The time you issued the warning
- The behaviour that was in violation
- The approximate time of the behaviour (if different than the time of warning)
- The circumstances surrounding the incident
- Your identity
- Other people involved in the incident

Taking reports

When taking a report from someone experiencing harassment you should record what they say and reassure them they are being taken seriously but avoid making specific promises about what actions the directors will take. Ask for any other information if the reporter has not volunteered it (such as time, place) but do not pressure them to provide it if they are reluctant. Even if the report lacks important details such as the identity of the person taking the harassing actions, it should still be recorded and passed along to the directors. If the reporter desires it, arrange for an escort by a trusted person, contact a friend, and contact local police. Do not pressure the reporter to take any action if they do not want to do it. Respect the reporter's privacy by not sharing unnecessary details with others, especially individuals who were not involved with the situation or non-committee members.

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Expulsion

A person may be expelled by the decision of the directors for whatever reasons they deem sufficient and in line with the Grievance Procedure

As a general rule, South London Makerspace should not make any public statements about the behaviour of individual people in relation to the code of conduct.

In general, consult with other members and directors when possible but act when necessary.

This Code of Conduct is based on the MakeHackVoid Code of Conduct, which in turn is based on the example policy from the Geek Feminism wiki, created by the Ada Initiative and other volunteers.