

The Crucible Code of Conduct

There is a range of behaviors The Crucible considers "unacceptable." These behaviors can include (but are not limited to) making assumptions about an individual's sexuality, physical/verbal harassment, or worse. The following is a short list of behavior that will not be permitted or tolerated at any Crucible event. Please note that this list is not all-encompassing; its purpose is to serve as a basic guideline.

- Degrading other people based on their body type, ability, race, ethnicity, country of origin, gender identity or expression, sexual orientation, relationship status, religion, or spiritual path.
- Deliberately touching people, non-sexually or sexually, without their express consent.
- Intimidating or forcing people to socialize or become physically involved with either you or anyone else.
- Repeatedly violating another's personal space. This does not refer to crowding, which can happen on busy nights. Violating someone's personal space would be repeatedly standing close to an individual who has otherwise asked you not to do so.
- Repeatedly making unwelcome sexually suggestive gestures or comments. This is especially true if you've already been asked not to do such things by someone.
- Stalking or following other people. The Crucible tends to be a busy place. If someone walks away from you without an express invitation to join them, don't follow them.
- Photographing or recording people. The Crucible has a photography policy <http://www.the-crucible.com/Rules.htm> that must be followed.
- Repeatedly and intentionally mislabeling people of varying genders and orientations. We understand that in the inclusive atmosphere we seek to provide, mistakes can and will happen. If you make such a mistake, apologize and correct yourself. Repeatedly making the same mistake will be interpreted as intentional behavior.
- Violating other people's consent or established boundaries.
- Inebriation is no excuse; the same standards of behavior apply.

What happens if someone violates the Crucible Code of Conduct?

If you experience unacceptable behavior or witness an incident, please inform the Crucible staff or Dungeon Monitor (DM). Any request for anonymity will be granted and protected. We will listen to your report, intervene if necessary, gather information, and help determine what are the best actions to take.

Typically "action" takes the form of immediate intervention, if possible. Safety is paramount. Further action may range from:

- Having a private conversation about minor offending behavior.
- Conflict mediation, if appropriate and requested.
- Requiring the offending individual to leave the premises for the evening.
- Temporarily banning the offending individual from all Crucible events.
- Permanently banning the offending individual from all Crucible events.

(based on DC After Dark Fetlife post https://fetlife.com/groups/46507/group_posts/10287410)