

## **Austin Humanist Community**

### **Code of Conduct**

The Austin Humanist Community (AHC) seeks to create a safe and welcoming environment for community members and attendees to enjoy all the benefits of a community of like-minded people. This Code is intended to promote ethical conduct and define the expectations for participation in our community. AHC welcomes all who embrace our values and abide by this Code of Conduct.

#### **I. Scope**

This policy applies to all participants and organizers at AHC events, and on social media. Disruptive behaviors that are prohibited include, but are not limited to:

##### **A. Harassment**

AHC strives for a community of ethical conduct where people are treated with kindness, compassion, and respect. To protect the community and promote a positive experience, AHC prohibits harassment, including, but not limited to, physically violent behavior, sexual harassment, name-calling, abusive language, shunning, trolling and bullying of any kind. Because of the serious nature of sexual harassment, AHC has a policy statement and reporting procedure for sexual harassment situations. This policy can be found on the AHC webpage.

##### **B. Discrimination**

AHC seeks to create a welcoming environment where diversity is valued. Therefore, AHC prohibits discrimination, including, but not limited to, race, national origin, citizenship, gender, gender identity, gender presentation, sexual orientation, body size, appearance, disability, age, pregnancy, political affiliation or religion.

##### **C. Disruptive Behavior**

It is important to AHC that its events are safe and participants are comfortable. Any disruptive behavior that causes concern, discomfort, or mental anguish to participants, or distracts the organization from its activities is prohibited. This includes misuse or mistreatment of AHC property or the property of any venue hosting AHC events.

##### **D. Proselytizing**

All are welcome at AHC regardless of their religious beliefs. AHC core values are founded on the Secular Humanist belief in reason and the rejection of the supernatural as a source of truth. No secular person should challenge a person of faith in a confrontational way and cause them to feel uncomfortable or unwelcome because of their beliefs. Likewise, no person should proselytize any

other persons in an attempt to persuade them to reject their secular beliefs in favor of belief in the supernatural. Either case would be considered disruptive behavior.

E. **Violations of Privacy**

Some participants prefer for their involvement with AHC to remain private, and we respect their wishes. Therefore, it is prohibited to disclose the involvement of a participant outside of AHC without the permission of that participant.

F. **Solicitation**

AHC prohibits solicitation from participants without prior approval from the Board of Directors.

G. **Illegal Activity**

AHC abides by all local, state, and federal laws and reserves the right to notify the appropriate law enforcement authorities of any potential violations of law.

The Board of Directors reserves the right to prohibit any other behavior it deems inappropriate or disruptive.

**II. Rules and Expectations**

If you have observed any violations of this policy, even if prohibited conduct is not directed at you, please notify the Board of Directors immediately. If no board members are present, the board can be reached at [austinhumanist@gmail.com](mailto:austinhumanist@gmail.com) or individual board member emails on our webpage [AustinHumanist.org](http://AustinHumanist.org).

**III. Determination of a Rules Violations**

Determination of a rules violation will be at the sole discretion of the Board of Directors. At events when a Board Member is not present, the organizers/hosts have authority to enforce this policy.

**IV. Policy Violation Response**

In the event of a policy violation, the following actions may be taken:

1. Warn the participant
2. Ask the participant to leave the event
3. Exclude the participant from future AHC activities (requires majority board vote)
4. All violations will be brought to the full Board's attention by electronic means or at the next board meeting and a record of the violation will be kept.

Violators will be notified of the above actions. In order to ensure the safety of AHC events, law enforcement will be notified of violators who do not comply with decision of board and cause disruption to our events.