

## Code of Conduct Rules for SAGE Virtual Events

**Short Version:** SAGE works to provide a safe, warm and welcoming space for LGBT people and allies. That's why SAGE is dedicated to providing a harassment-free experience for everyone, regardless of gender, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, experience, or religion (or lack thereof). SAGE does not tolerate harassment in any form. Event participants violating these rules may be sanctioned or expelled from the event at the discretion of SAGE staff/instructors/performers, and appropriate action will be taken against violators where applicable.

1. Participants will follow the facilitators guidance.
2. Participants will not share group log-in information with others.
3. Participants will introduce themselves, if necessary, at the beginning of each group, and inform others of their pronouns.
4. Participants will refrain from the use of language and actions that are deemed by the facilitator and SAGE staff as abusive, threatening, harassing and/or insulting.
5. Participants will be respectful of others' viewpoints and refrain from making judgmental or discriminatory comments.
6. Participants will refer to others using the individual's pronoun.
7. Participants will refrain from discussing politics and religion, unless it has been previously determined by SAGE staff as a fundamental focus of the group.
8. Participants will be mindful of allowing others in addition to themselves to speak.
9. Participants will not be bare chested or wear shirts deemed by the facilitator and SAGE staff to have offensive language or symbols.
10. Participants will not solicit money or gifts at any time.

The expectation of those who participate in SAGE programming is that they abide by the above Code of Conduct. Failure to abide can result in immediate removal and/or suspension from virtual and telephone-based programming.

**Longer Version:** To ensure the comfort and safety of the community, the following applies to participants, staff, consultants, volunteers and guests who attend SAGE programs:

1. SAGE supports an individual's right to express their chosen identity and experience. This includes respecting and using an individual's chosen name, pronoun (e.g. he, she, they, etc.) and identities (e.g. lesbian, gay, bisexual, asexual, transgender, queer, etc.). Behavior or language that infringes upon this right is prohibited.
2. SAGE is committed to providing an environment free from discrimination and sexual harassment. Sexual harassment is defined as any unwelcome or unwanted sexual advance, request for sexual favors, or other verbal or physical conduct of a sexual nature. Staff, consultants and participants should not be subjected to sexual harassment. If a report of sexual harassment is received, the person accused of the harassment will be subject to immediate suspension pending an investigation involving all

parties and witnesses. Reports of harassment should be reported immediately to SAGE at [info@sageusa.org](mailto:info@sageusa.org).

3. Behavior, presentation, and actions which create an unsafe environment (e.g., not responding to direction by staff, verbally or physically aggressive behavior) are not allowed. This includes communication on SAGE social media and digital platforms, as per SAGE policy.
4. Actions, behavior, and language that is or may be construed as abusive, threatening, harassing and/or insulting is not allowed.
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