

Bad Girls

Online Code of Conduct

Current Bad Girls Members including Pledges, Probationary Members, and Colors Holders shall adhere to the Online Code of Conduct (OCOC) when conducting activity on all social media platforms in which they indicate their association with Bad Girls. This is primarily Band and Fetlife and may also include any online space in which a member's words or actions are directed at or are about a Bad Girls project, event, the Bad Girls community, or another Bad Girls member.

This code of conduct applies to all content shared and displayed online, including but not limited to user profiles, messages, images, videos, reactions, and any other media not specified above. All members are expected to follow this code of conduct for the entirety of their time as a Bad Girls member.

All Bad Girls members shall adhere to the Online Code of Conduct (OCOC). OCOC is long and multi-faceted and members are responsible for reading and understanding the code of conduct. Any member who, for any reason, does not understand the code of conduct should ask their club siblings for support in interpreting the OCOC. Members may also ask questions during the open listening session of each board meeting.

Summary

We strive for all communications to be voluntary and consensual. In general, try to be kind when you can access that in yourself. When conflict arises, try communicating using I-statements, speaking from your own observations, and asking questions rather than making assumptions.

Do not attack other members online. Do not "dirty delete" unpopular or controversial content you have posted. Instead, demonstrate that you have learned from the experience and leave it for others to learn as well. Do not "dogpile" people who have already demonstrated learning from their mistakes.

Bad Girls has a zero-tolerance policy for bullying and harassment. Bullying and harassment online can take many forms.

Bad Girls is a Leather/BDSM club with strong anti-racist aspirations. Accordingly, social justice is a foundation of our communication practices. Content that is not in alignment

with anti-racist practices and principles may be deleted without notice and disciplinary action may be taken as outlined in the full Online Code of Conduct.

Communication Between Club Members/Siblings

1. We strive for all communications to be voluntary and consensual, meaning free of coercion, harassment, or pressure.
2. Members will:
 - a. Speak from their own observations of what happened, and how that affected them;
 - b. Invite others into conversation and ask them questions about their experience if they wish to raise/include that information;
 - c. Take responsibility for their own words and actions at all times;
 - d. Remain curious and seek to ask questions rather than make assumptions;
 - e. Remain mindful of the size and scale of their communications, allowing space for others if they have posted a lot recently;
 - f. Ask for help when needed. Colors Holders, Board Members, and other members are all potential resources to help unsnarl communications.
3. Members will not:
 - a. Use blaming language. The goal is not to be right, the goal is to have productive communal dialogue between members and to address any harms which may have occurred;
 - b. Use language that includes a diagnosis of someone, their intention or their behavior;
 - c. Use threatening language or engage in personal attacks;
 - d. Delete unpopular or controversial Band posts or comments (“dirty delete”);
 - e. Engage in disruptive behaviors that could deter, prevent, or interrupt participation in the community;
 - f. Tell or invoke someone else’s story, or tell someone else what they think, or why they think it, or why they exhibit the behaviors they do;
 - g. Claim to represent Bad Girls in an official capacity unless explicitly authorized to speak on behalf of the Club.
4. If a member wishes to communicate with someone via Band private message, Fetlife message, or another method, they should explicitly ask for their permission first.
5. Bullying is not allowed, Bad Girls has a zero-tolerance policy for bullying and harassment. Bullying and harassment online can look like:
 - a. Cyberbullying: This can involve sending mean or threatening messages, posting hurtful comments or rumors, or sharing embarrassing or private information about someone;

- b. Trolling: This involves intentionally posting provocative or offensive comments online to provoke a reaction or upset others;
- c. Doxxing: This involves publicly sharing someone's private information, such as their address or phone number, without their consent;
- d. Online hate speech: This includes using the internet to express hateful or discriminatory views towards individuals or groups based on their race, ethnicity, gender, religion, sexual orientation, or other personal characteristics;
- e. Sexual harassment: This can involve sending unwanted sexual messages or images or making inappropriate comments about someone's appearance or sexual orientation;
- f. Stalking: This involves repeatedly following or monitoring someone online, often with the intention of causing fear or intimidation;

This code of conduct pertains to bullying conducted in any online forum or platform, including and not limited to Band, Fetlife, Facebook, Instagram, Twitter/X, Discord servers, email, and others.

- 6. All uses of Bad Girls-owned or controlled communication media such as, but not limited to, website content, Band, email, Fetlife and Facebook fall under this code of conduct. Posts that violate this code of conduct may be removed without notice.
- 7. By using resources Bad Girls provides for communication and collaboration, you agree to receive messages from Board members and other volunteer moderators of said resources about issues that may arise.
- 8. By using resources Bad Girls provides for communication and collaboration you agree to maintain the confidentiality of those spaces and their content, including and not limited to the list of members. It is not permitted to "out" Bad Girls members in any fashion.

Social Justice is a Foundation of Bad Girls Communication Practices

- 1. We recognize that we live in a society steeped in racism, sexism, transphobia, ableism, and many other systems of oppression. We invite self-reflection, humility, gratitude, and curiosity from dominant culture members when navigating their privileged identities. We ask members to be sensitive and mindful when exposing this self-reflection to the broader membership, which may include folks from oppressed identities, who experience fatigue from navigating dominant culture members in "learning mode." We also appreciate patience and compassion from all members as we work to create a more kind, anti-racist Leather/BDSM community.
- 2. We all make mistakes. Members are expected to make every effort to receive, with a sense of humility and gratitude, information from others that their actions or words seem to contribute to or reinforce a recognized system of oppression. Members

receiving this information are expected to treat this information as a gift that costs the speaker emotional energy. Any additional information provided on request should also be treated as a gift. We're a community and we emphasize learning over knowing.

3. Fragility and defensiveness are characteristics of white supremacy culture and we reject their presence in a learning environment. We recognize that hearing that we've made a racist mistake, or that our comment was transphobic, or that we need to review our privilege is likely to send us into some defensive behaviors. When possible, we ask folks to bring forward humility and gratitude when they are advised of a privileged mistake, especially if the information is coming from a person with less privilege than they hold in that particular area. When that is not possible we ask folks to sit with their discomfort elsewhere, so that they do not inadvertently contribute additional harm while working to hold their reactions.
4. Members are to avoid speech and action they know contribute to or reinforce systems of oppression including but not limited to racism, sexism, homophobia, transphobia, ableism (physical or psychological), or classism. Cases of what appear to be intentional macroaggressions can and will be handled by the Bad Girls Board of Directors.
5. Old behaviors take time to unlearn, especially when they are reinforced by a dominant culture that benefits from hierarchical oppression. Members who demonstrate repeated patterns consistent with systems of oppression are a threat to our community's safety on par with those who consistently violate physical and sexual boundaries, and will be treated as such by this community. When possible, our aim will be to help educate and rehabilitate members who demonstrate these patterns. Members who refuse to educate themselves in order to act safely around our other members may have their membership revoked as per Bad Girls Bylaws and SOP.

Conflicts and Concerns Within Bad Girls

For a minor issue, talk to the other person(s). Overcome, with support if needed, any fear to speak directly to your fellow community members. Practice communication skills. Use 'I' statements and not 'you' statements. Share your hurt without accusations.

If consent is not obtained to speak directly with the other person(s), or if it is a major issue, cease all communication with the person you are in conflict with, and consider these approaches:

- Speak to the event host where the conflict occurred,
- Speak to a Bad Girls Colors Holder for their perspective on the matter,
- Speak to a Bad Girls Board Member.

Conduct Outside of Bad Girls (Past or Present)

Bad Girls does not presently have bandwidth or expertise sufficient to manage or respond to conflicts between members and outside parties. If a conflict is brought forward to the Board of Directors which exists outside of the Bad Girls container, it will be determined by the board if it involves people within Bad Girls or can be detrimental to the community as a whole. For example, if a member exhibits a pattern of antagonizing multiple members of the broader leather/BDSM community outside of Bad Girls in ways that negatively affect members within Bad Girls, it is possible that membership may be revoked.

Violations of the Online Code of Conduct

Violations of this Online Activity Code of Conduct should be reported to the Bad Girls Board and may result in one or more of the following actions:

1. Coaching from the Board or other designated Club Sibling.
2. Suspension from Band.
3. Revocation of Club membership.

Acknowledgements

We have drawn heavily from the Sex Positive Portland Code of Conduct and the teachings of The Consent Academy.

<https://www.sexpositiveportland.org/resources/code-of-conduct>

<https://www.consent.academy/>