

# Anti-Harassment Policy

This policy is superseded by the Charter; this policy expands on the Inclusiveness core principle and gives necessary implementation details.

Boston Jedi 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, age, or religion. We do not tolerate harassment of participants in any form. Any participants violating these rules may be sanctioned or expelled from Boston Jedi at the discretion of the President.

## Enforcement

Boston Jedi participants asked to stop any harassing behavior are expected to comply immediately.

If a participant engages in harassing behavior, the President retains the right to take any actions to keep the event a welcoming environment for all participants. This includes warning the offender or expulsion from the practice or event.

The President may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participants.

This anti-harassment policy covers both our regularly scheduled practices and all other events organized by Boston Jedi, including member-organized social outings immediately following Boston Jedi's practices or events.

## Reporting

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible to the President. Harassment and other code of conduct violations reduce the value of our event for everyone. We want you to be happy at our event. People like you make our event a better place.

You can make a report either personally or anonymously.

## Anonymous Report

You can make [an anonymous report](#) if you wish.

We can't follow up an anonymous report with you directly, but we will fully investigate it and take whatever action is necessary to prevent a recurrence.

## Personal Report

You can make a personal report by contacting [David Leung](#), Boston Jedi president.

When taking a personal report, the President will ensure you are safe and cannot be overheard. He may involve other veteran members to ensure your report is managed properly. Once safe, we'll ask you to tell us about what happened. This can be upsetting, but we'll handle it as respectfully as possible, and you can bring someone to support you. You won't be asked to confront anyone and we won't tell anyone who you are.

We will be happy to help you contact local law enforcement, local support services, provide escorts, or otherwise assist you to feel safe for the duration of the event. We value your attendance.

## Report Response Timeline

All times are relative to when the first report is received by the President.

1. No later than 48 hours afterwards, and preferably within 24 hours, the President will contact the alleged harasser and get their side of the story.
2. No later than 4 days, the President will make a decision, which will be made public.

The above are maximum, not required, times. For egregious behavior, the President is expected to move very swiftly and expel participants on the spot.

Feedback from Boston Jedi members on the President's action is welcome; members are encouraged to send email or to talk to the President.

This anti-harassment policy is based on the [example policy](#) from the Geek Feminism wiki, created by the Ada Initiative and other volunteers.

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