SHAMANIC COMMUNITY OF AUSTIN CODE OF CONDUCT

Compiled for the Elder Council by Risi Dove

Position / Pledge / Commitment
The Shamanic Community of Austin (SCA) is committed to its **CORE VALUES** of being Sacred, Authentic, Supportive, and Safe. As we endeavor to provide a safe space to all who join us, we encourage all participants to commit to practice:

- Love, kindness, and honor for oneself and for each another as sacred beings with an open heart
- Courtesy, respect, and commitment to safety in language and action
- Honoring each person's dignity and sovereign right to say yes or no regarding boundaries
- Make NO assumptions: What was permitted one time is not necessarily always welcome
- Self-discipline and control, and taking full responsibility for one's own language and actions
- Do no harm to any person or property
- Integrity and honesty with oneself and with others
- False accusations are prohibited
- Openness to giving and receiving honest respectful feedback to and from each other
- Willingness to confront toxicity in oneself and in others in a courageous, enlightened manner
- Readiness of witnesses to intervene respectfully and firmly, if needed
- Connection to and cooperation with the community to uphold the **CORE VALUES**
- Respect toward leaders and respect from leaders
- Equity and justice in relationships
- Respect for the interdependent web of all life, of which we are a part

Definitions

Consent is:

- an ongoing physical and emotional process between people who are willing, equally free of coercion, communicating unambiguously, and sincere in their desires.
- a mutual agreement to be fully present with one another throughout all interactions, to prioritize both yourself and the other person's needs, and to understand that someone may choose to disengage from the experience at any time.
- commitment to learning the other person's cues (verbal and nonverbal), agreeing on how and when to engage in what activities, and checking in on how all people are feeling throughout and afterward, including oneself.
- understanding that the more incapacitated someone is, the less likely they'll be able to give conscious, unambiguous, sincere consent.

Culture of Consent refers to respecting and honoring the right of each individual to freely and voluntarily choose the parameters of their own personal boundaries for verbal and nonverbal communication, as well as to allow or deny physical contact with another person. It includes the right to say "Yes", "No", "Wait", "I don't know yet", and/or "I changed my mind". **Real, understood, and unquestionable consent is mandatory each time.** Past consent **does not imply** future consent. Silence

or an absence of resistance **does not imply** consent. Consent to engage in contact with one person **does not imply** consent to engage in contact with another person. Coercion, force, or threat of either **invalidates consent**. The **Culture of Consent makes space for the voices of all people** who have experienced violations to speak. Realize that people who experience different types of oppression, such as racism, misogyny, sexism, poverty, transphobia, etc., may interpret and process their violations of consent in a way that is unlike your experience.

Sexual harassment does NOT refer to occasional compliments of a socially acceptable nature in which everyone feels comfortable, respected, and safe.

Sexual and Physical Harassment and Abuse Examples

- Unwanted intentional and nonconsensual physical, verbal, or visual sexual advances or Touch
- Requests or pressure for sexual favors
- Epithets, derogatory or suggestive comments, jokes, slurs, facial expressions, gestures, or offensive postures
- Other sexually oriented conduct, either explicit or implicit, which is offensive, objectionable, discriminatory, tormenting, or threatening to the recipient
- Targeting recipients who are vulnerable due to their age, gender, sexual orientation, gender identity, diminished mental capacity, mental illness, or physical disability
- Dissemination of unwanted material such as cartoons, articles, or pictures that contain sexual or threatening content

Responding to Sexual or Physical Harassment or Abuse

- Tell the offender to stop and move away. Use a loud, forceful voice if necessary.
- Ask for help from members of the Elder Council and bystanders. If you do not know who is on the Elder Council, tell anyone who is present.
- Report the offender and behavior to any member of the Elder Council for an investigation.
- Call 9-1- 1 if it is an emergency.

Three or more members of the Elder Council (including all genders) will investigate the incident and decide what action(s) should be taken. Every effort to promote and ensure the safety of all participants will be made.

Examples of possible actions (more details in another section below) include, but are not limited to:

- A reprimand
- Calling 9-1- 1
- Banishment from the Shamanic Community of Austin

On a regular basis, members of the Elder Council will review with the community GENERAL examples of inappropriate behaviors and how they would be addressed. A copy of this Code of Conduct is on the SCA Website. This Code of Conduct will be reviewed periodically by the Elder Council to determine if updates are warranted.