

Alaska Club Kink Community Conduct and Engagement Policy

The purpose of this document is to provide both an outline of expectations, and a complaint protocol, that allows informed and affirmative consent, safe play and engagement.

This includes both the members of Alaska Club Kink (hereafter referred to as the “Club”) and those entities or organizations that may engage with the Club, such as vendors, educators, or contractors, etc.

Empowering

The Club intends to create an environment where both members, and entities of the wider community feel empowered to identify and respond to behavior that is in violation of Club policy. An example of this is providing a process for owners of a munch venue to address an incident that occurred during a Club event on their premises.

Privacy

The Club intends to maintain as much of everyone’s privacy as possible during the complaint process. This relies on both the complainant and the respondent completing the Club’s conflict resolution process. Parties that abandon the process once started, or otherwise deviate from agreements made during the process will be considered as wishing to resolve the issue outside of the process and their complaint will be suspended.

Use of the Club’s conflict resolution process is always at the discretion of the complainant. All complainants are encouraged to use their own judgment about whether to utilize this process, pursue legal action, or both.

Scope

While the Club may be informed about activities and incidents involving members at large, the enforcement of this policy is limited to behaviors and incidents that occur during Club-based events or activities, or occurring at Club-owned venues.

Justice and Fairness

The Club intends to find a path to restorative justice through thorough investigation and fair treatment of both the complainant and the respondent without victim shaming or unbiased attacking of the respondent. The Club acts as an impartial party, with neither the complainant nor the respondent having any advantage in the process.

Awareness and Growth

The Club intends to raise individual and community awareness of unsafe and transgressive behaviors while allowing individuals, and through them, the community, to acknowledge and heal from any incidents.

Conduct Guidelines

The Club is committed to fostering and maintaining a culture in which members are treated with respect, especially in terms of consent. Practicing the clear communication of desires, negotiation of all play/sexual interactions, and clear boundary setting is encouraged among both the members of the Club and those engaging with the Club. Please see the Alaska Club Kink Consent Policy for more information.

Members are encouraged to practice a “safety first” approach so that the Club can provide the best activities and interactions possible for the membership. This includes the use of Club equipment, as well as, the malicious use of harassment, intimidation, gaslighting, bullying, discrimination, non-consensual acts, emotional or physical abuse, attempts at coercion, assault, bigotry, and illegal activities.

As an example, persuading someone to conduct a scene by bullying them, or threatening them (intimidation) to remain silent about a consent violation are both grounds for a complaint.

Actions and/or practices conducted during Club-sponsored events or at Club venues that represent a safety issue will not be tolerated. Please see the Alaska Club Kink Code of Conduct for more information.

Complaint Process

Complaints may be submitted to the Club leaders at any time via email to info@alaskaclubkink.com. Please include all relevant information including time, place, involved parties, witnesses, type of offense/concern, willingness to discuss with accused, and any pertinent evidence (photos, texts, etc.) that support the complaint.

Club Officer Assessments

All complaints will be assessed by the Club leaders and/or designated investigators, for credibility and severity prior to taking action against the accused. If an officer has questions or requires support for a complaint, they will privately contact the submitter before taking actions or making any determinations.

Mediation Option

If deemed appropriate, complaints may be resolved before filing by a process of mediation. A neutral mediator will be sought by Club leadership to assist in obtaining an amicable solution. All parties will retain the option to file a complaint if mediation is unsuccessful.

Suspensions Pending Independent Investigation

At the discretion of the Club leadership, subjects of the complaint and the complainant may be suspended from participation in group activities while complaints are investigated. This ensures that both parties receive equal treatment during the investigation. A suspension does not imply guilt, and all subjects retain their presumption of innocence.

Complaint Severity Culpability Levels

Purpose

A person is considered to have acted purposefully when the harm done was the conscious goal of the actor. When a person takes an action with the explicit goal of causing harm, their mental state is considered purposeful and malicious.

Recklessness

A person is considered to have acted recklessly when they acted in conscious and unreasonable disregard of a known risk. A person is reckless when they are aware that their actions have a substantial risk of causing harm, and such risk is unreasonable under the circumstances.

Negligence

A person is considered to have acted negligently when they fail to exercise the level of care, caution, or attention that a reasonable person would exercise in similar circumstances. This includes withholding information that may represent a potential risk (such as medical information). When a person is unaware that their actions place another at unreasonable risk, their mental state is negligent.

Complaints

Complaints are broken down into four (4) levels, based on severity.

1. Minor Complaints

- Complaints that do not involve issues of public concern, are not physically threatening in any way, and could reasonably be resolved with direct communication are considered minor complaints. Culpability must be at least negligent. This could include differences of opinion, aggressive but civil discussion, or relationship issues that spillover into Club events / activities.
- Minor complaints will be logged, but action will only be taken at the Club leaders' discretion or if severity is deemed questionable.

2. Medium Complaints

- Unacceptable behavior that is not a direct malicious attack may be deemed a medium complaint. Culpability must be at least reckless.
- This may include explicit name calling, racist or sexist remarks, and communication that lacks respect, courtesy, and polite behavior. As an example, the use of an undesired and/or derogatory nickname or racist slur towards another member would be considered a medium complaint.
- This also includes behavior that creates a hostile environment for other members by being a threat or posing a significant distraction, by making others significantly uncomfortable, or having a negative effect on Club events / activities.
- Violators will be corrected twice and then suspended from Club spaces and engagement for a period not to exceed six (6) months. Additional offenses may lead to expulsion.

3. Severe Complaints

- Breaking consent, any direct ethical violation that causes no lasting/serious harm are deemed severe complaints. Culpability must be at least reckless.

- Examples include coercion, unwelcome physical contact, direct harassment, stalking or cornering, and making public space physically or emotionally unsafe for others.
- Violators will be suspended for a period not to exceed one (1) year with a public notification. Additional offenses may lead to expulsion.

4. Extreme Complaints

- Complaints that indicate a potential for serious/lasting harm to an individual or individuals are deemed to be extreme. Culpability must be at least purposeful.
- This includes any harmful nonconsensual physical contact, stalking, harassment, and/or threatening behavior.
- Complainants and respondents will be immediately suspended pending investigation. Respondents may be permitted to enter a transformative justice procedure and will otherwise face permanent expulsion.

Remediation

- A member that has been suspended from engagement with the Club, may be given a remediation path, based on the severity of the offense, to relieve the suspension. This may include, but is not limited to, restoration of damages, or other requirements designed to ensure further remediation is unnecessary. Additional credible complaints after the suspension have been lifted will result in expulsion.
- If the remediation includes a public statement, it will include the nature of the addressed complaint, but not the details, and a summary of the remediation determined.
- All public statements regarding the complaint will be reviewed by Club leadership prior to release. Any lifting of bans or reinstating memberships is at the discretion of the Club leadership and will only be done after conferring with the complainant and must include an assessment that the respondent does not pose a significant danger to the community.

Confidentiality

All information related to the dispute resolution process will be treated confidentially. Only individuals directly involved in the dispute resolution, including the Club leadership and investigators, will have access to relevant information.

Disputing a Complaint

The Club leadership and complaint investigators will make reasonable efforts to ensure that all complaints are credible; being deemed believable in nature and from reliable, trustworthy sources. This process allows room for the respondent to dispute the facts of the matter and the severity of the complaint.

No action stronger than a private warning will be taken against any respondent unless the respondent has been informed of all factual allegations against them in sufficient detail as much as possible, while prioritizing the safety of the complainant.

Questionable Complaints

Complaints originating from a low credibility source or in a questionable manner will receive additional scrutiny. This includes multiple complaints from the same individual, complaints

that lack facts or evidence but seem coordinated, complaints during or following a breakup, and complaints made a significant amount of time after the fact.

A member knowingly submitting a false complaint, or a complaint without any reasonable evidence to substantiate their claim will result in an automatic severe complaint against the complainant.

Complaints without any reasonable merit may be summarily dismissed by the Club leadership.

This policy is considered a living document, subject to periodic review and updates as necessary. The parties involved acknowledge that circumstances may change, requiring amendments to reflect new terms, conditions, or additional provisions. Any amendments or modifications to this agreement shall be made at the discretion of the Club management. Such changes shall be deemed effective as of the date specified of release, and all previous versions of this document shall be considered superseded.

Alaska Club Kink
March 2024