Code of Conduct

Bellingham Makerspace is committed to maintaining a creative community in which all individuals are treated with fairness, respect, and dignity. This policy applies to all within the Makerspace: employees, volunteers, members, and guests alike -- within our walls, on Makerspace owned and managed communication forums and online spaces, and while representing the space at outside events.

By participating in the Makerspace community, you agree to abide by any such changes. It is your responsibility to stay up to date on the latest changes to our Code of Conduct.

Changes to the Code of Conduct may be made periodically, with or without notice.

What we expect:

- Embody and support our mission through behavior and communications
- Embrace and advocate for inclusion and diversity
- Ensure safety in the space
- Respect yourself, other people, and property in the Makerspace, at Makerspace events, and in Makerspace electronic communications channels, such as Slack
- Be respectful of those around you; avoid language or actions that might reasonably make others uncomfortable.
- Be respectful of the Makerspace hours of operation and the posted hours of Makerspace events.

What our community will not tolerate:

- Sleeping, smoking, vaping, or consumption of alcohol or illicit drugs in Makerspace spaces or within 25 feet of a Makerspace entryway. Alcohol consumption may be permitted for special events approved by the Board.
- Using a complex tool without receiving proper training from Makerspace staff or volunteers. Training received outside of our space does not replace the requirement for Makerspace-approved training/certification on our tools and systems.
- Performing maintenance on a tool without permission from the designated tool champion or area lead
- Any form of harassment, including but not limited to that based on sex, race, ethnicity, religion, national origin, age, disability, gender identity, sexual orientation, or any other basis protected by federal, state, or local law.

Harrassment

Behavior that will be considered harassment includes, but is not limited to:

- Deliberate intimidation, stalking, or following
- Unwelcome physical contact
- Unwelcome sexual attention
- Comments directly intended to bully, belittle, offend, or otherwise cause discomfort including telling others they are not welcome and should leave
- Individually photographing, videoing, or making sound recordings of members without their consent (this does not include Makerspace operated overhead ceiling cameras)
- Sustained disruption of talks or other events
- Sexually graphic or otherwise inappropriate images in public spaces
- Persistent and deliberate misgendering of other people
- Threats of violence
- Advocating for, or encouraging, any of the above behavior

Harassment does not include such things as:

- Reasonable communication of boundaries, such as "leave me alone", "go away" or "I'm not discussing this with you"
- Communicating in a "tone" you don't find congenial
- Criticizing racist, sexist, cissexist, or otherwise oppressive behavior or assumptions

Consequences

Failure to comply with this policy shall result in disciplinary action, up to and including cancellation of makerspace membership, dismissal from paid/volunteer positions, and/or barring from the makerspace premises. Should a federal, state, or local law be violated, the infraction will be reported to the authorities.

How to report

If you witness infractions listed above, immediately fill out an Incident Report form and report it to any staff members, board members, area leads, or tool champions present at the time in the space.

How to appeal

See the Reinstatement Appeal process.

Revision #7
Created 1 January 2024 21:39:49 by Grant Dobbe
Updated 20 January 2024 01:53:54 by Grant Dobbe