



ATHEIST COMMUNITY of TULSA

Code of Conduct

APPROVED AND EDITED MAY 23, 2021

To encourage and advance reason, logic, free-thought, and a secular view of the world

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I. Scope and Explanation

The Atheist Community of Tulsa (ACT) is made up of a network of people with a common belief, who collaborate and support each other by sharing ideas, information, and resources. It is of the utmost importance to ACT that each and every person attending one of our events, meetings, or interacting on any ACT social media account (such as Facebook) has a positive and rewarding experience. All members must help us in providing a safe, respectful, and positive experience for everyone. When you participate in an event hosted by ACT, post or comment on an ACT social media account, you are contributing to the overall experience, which makes us all accountable to each other.

For the purpose of this Code of Conduct, the term “Member” will be used to designate not only the dues paying members of ACT but also anyone attending any ACT social event or a person posting or commenting on any social media account.

ACT has established this Code of Conduct to provide guidelines to members and to ensure that all members understand what behavior is expected, and what behavior will not be tolerated at an ACT event, meeting, or on any social media account.

ACT views social media, such as the Facebook group, to be an extension of the ACT community to be used as a tool to facilitate our mission statement and objectives. Even though it is only a small part of our community, we acknowledge that it can be a big part of any individual member's interaction with ACT.

ACT is dedicated to providing a harassment-free and inclusive experience for everyone regardless of gender identity and expression, sexual orientation, disabilities, neurodiversity, physical appearance, body size, ethnicity, nationality, race, age, religious beliefs, or other protected category. Members asked to stop any harassing behavior are expected to comply immediately.

II. Expected Behavior

ACT expects that members will:

1. Be considerate and respectful to all members.
2. Refrain from demeaning, discriminatory, or harassing behavior, materials, and speech.
3. Speak up if they observe anything that conflicts with this Code of Conduct. If you are being harassed or feel uncomfortable, notice that someone else is being harassed, or have any other concerns, please contact a member of the ACT board, a moderator, or the Grievance Committee immediately.
4. On social media, post content that promotes the objectives of ACT. Good posts are honest, encouraging, insightful, passionate, and relevant. Ask questions, answer questions, be skeptical, educate, inform, discuss, debate, inspire thought, expose bad ideas, and most importantly, be respectful.
5. Social media posts positively promoting ACT are encouraged.
6. Because of the nature of this group, it is imperative to protect the privacy of our members. This includes but shall not be limited to "tagging" or "checking in" of people at events, photos, and videos, adding people to the group without their permission, or cross-posting photos from our events to other groups.
7. Support each other. We are a community, and we expect this community to be kind to each other. We promote the critique of ideas, not people.
8. Become involved. The group thrives when members become involved and contribute their unique abilities. The ultimate goal of ACT is to positively impact the greater Tulsa community. The online portion of this group is a good stepping stone for that, but it is only a small part of our vision for ACT.
9. We encourage members to frame their posts and comments in a way that constructively adds to the conversation.

III. Unacceptable Behavior

Unacceptable behavior from any member will not be tolerated. Unacceptable behavior includes, but is not limited to:

1. Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech, materials, or conduct by any members of the event and related event activities. Many event venues are shared with members of the public; please be respectful to all patrons of these locations.
2. Violence, threats of violence, or violent language directed against another person.
3. Sexist, racist, homophobic, transphobic, or otherwise discriminatory jokes and language.
4. Personal insults, particularly those related to gender, sexual orientation, race, religious belief, or disability.
5. Posting or messaging anything that is illegal, pornographic, gratuitously offensive, or solicitation.
6. Inappropriate photography or recording.
7. Taking photos within the event environment for use on social media, without the prior permission of the individuals or owners of the content therein.
8. Posting pictures or statements on any personal social media site account naming members, sharing private ACT business, or member personal information. Some members may not be publicly open about their beliefs.
9. Any boisterous, lewd, or offensive behavior or language, including but not limited to using any language, behavior, or content that contains racial or ethnic slurs.
10. Failure to obey any rules or regulations of the event venue.
11. Harassing any member of the group through private messaging or any other means with unwanted sexual advances or lewd or otherwise elicited pictures which are not asked for or any other form of harassment.
12. Posting or messaging content that conflicts with the objectives of ACT.
13. Posting or messaging content that is attacking, threatening, harassing, disparaging or marginalizing another person or group of people. We require an environment in which disagreement and discussion of ideas remain free from personal attacks. This includes all comments left on others' posts.

IV. Consequences of Unacceptable Behavior

Unacceptable behavior will not be tolerated. Anyone asked to stop unacceptable behavior is expected to comply immediately. If a member engages in unacceptable behavior, be it repeat or particularly egregious single violations (including but not limited to harassment, threats of violence, racism, sexism, homophobia, etc.), ACT may take any action it deems appropriate, including warning or expelling the offender from an event or social

media. For more egregious behavior, ACT may, in its reasonable discretion, temporarily ban or permanently expel member from the community.

V. Reporting Suspected COC Violations

If you are subjected to unacceptable behavior, notice that someone else is being subjected to unacceptable behavior, or have any other concerns, please notify a member of the ACT board, moderators of the social media account, or the Grievance Committee as soon as possible. A board or committee member will be available to assist those experiencing unacceptable behavior to feel safe for the duration of the event. Moderators monitor all social media accounts. All reports will remain completely confidential.

When a report is received on a social media account, the moderators will discuss the post and come to a consensus on whether the post breaks one or more rules. If the post is found to violate our ACT Code of Conduct, the ACT bylaws, or the rules posted on the social media account, a moderator will perform the appropriate actions listed below.

1. If the moderators are not able to quickly come to a consensus because of schedule conflicts or other extenuating circumstances, the moderators may mute the comments on the post until a consensus is reached. When the moderator mutes the post, they will post a comment in the comments thread which reads:

“The moderators are temporarily turning off comments for this post while we discuss the appropriate actions. Starting another post to continue commenting will count as a conduct violation and be immediately removed.”

2. Any post where the comments begin to not cohere to the Code of Conduct or go against our Mission may also be muted indefinitely or removed. Commenters are also subject to following the Code of Conduct.
3. When an offending post or comment is removed, the poster or commenter will be informed via private message of the infraction with the following message”

“We have removed a post (or comment) that was made from your account because it violated one of the rules of this group. Please refresh yourself with our rules and consider this a warning to not post infringing content. If you have any questions regarding this decision, please message a moderator for clarification. Do not make a post to the group about this incident.”

The moderator should also include a description of the offending post and reference the rule that was broken. If the posting person has disabled the ability to receive private messages in a way such that the moderator’s message is not received, it is not the fault of the moderator or ACT.

4. If a member posts content that violates the rules a second time or escalates a warning incident, a moderator should provide the following response:

“It has been brought to our attention that your account has violated the rules of this group a second time. Your account has now been muted and you will not be able to post. This is a temporary mute until we can determine the next best course of action.”

A member of the Grievance Committee should then reach out to the offending account and try to reach a resolution to the issue.

5. Repeated infractions or serious egregious infractions may result in removal from a social media group and possibly from ACT.

If any individual is not comfortable with the moderators for any reason, the issue may be escalated to the Grievance Committee. Or if the individual does not believe the issue is being handled appropriately by both the moderators and the Grievance Committee, they may take the issue directly to the ACT board of directors.

VI. Notes

1. The following statement will be posted in the details of all ACT events and meetings:
All attendees will abide by the ACT Code of Conduct to ensure a harassment-free and inclusive experience. All attendees will be considerate, respectful, and refrain from demeaning, discriminatory, or harassing behavior. Report any violations of the CoC immediately. ACT is dedicated to providing a positive and rewarding experience for all.
2. Moderators will periodically, at an interval of approximately one month, start a separate post for promotion of ACT member businesses or other member produced goods such as artwork, crafts, produce, etc. Members will be allowed to comment under this one post only items promoting themselves, their businesses, goods and services, as well as those of like-minded individuals.
3. Crowdfunding (such as GoFundMe) of unexpected expenses due to health issues or other urgent needs shall be approved by the board or moderators prior to posting in the group. The request shall be reviewed and either granted or denied in a timely manner at the discretion of the approving body. Once the request is granted, the link to a GoFundMe, Facebook, or other forms of crowdsourcing may be posted by the person submitting the request at intervals not more than once weekly (7 days minimum between the same fund raiser.)

VII. Health Safety for In-Person Meetings

ACT highly regards the health and safety of our members during this uniquely challenging time. We also understand that we exist to provide a community for our members and a large part of that is socializing and building friendships. ACT has determined that it is safe to start hosting in-person events again under certain circumstances. Below is our policy for meeting safely.

1. ACT strongly recommends that all attendees follow all CDC and State guidelines for in-person meetings. This includes social distancing and wearing masks where possible.
2. ACT strongly recommends that any attendee, who can be vaccinated, get vaccinated before coming to events.
3. ACT will make our strongest efforts to plan events with safety as a priority. Including holding events in outdoor settings when possible, making masks and/or hand sanitizer available where necessary, and encouraging attendee compliance.
4. ACT recognizes that it is the attendee's responsibility to comply with safety guidelines and will only ask an attendee to leave if blatant unsafe behavior is exhibited.
5. ACT recognizes that not all members and affiliates will feel comfortable meeting in person even with these safety measures. We request that any member or affiliate who doesn't feel safe, should not risk attendance until you do feel safe attending events.