



## Anti-Harassment & Community Safety Policy

### Our Commitment

This organization is built on the values of justice, solidarity, and mutual respect. We are dedicated to fostering a space where all people—regardless of race, gender identity, sexual orientation, disability, class, immigration status, or any other identity—can engage in activism and community-building without fear of harassment, discrimination, or harm.

Harassment, bigotry, and abuse—whether verbal, physical, emotional, or online—undermine our collective struggle for liberation and will not be tolerated in any form.

### What Constitutes Harassment?

Harassment includes, but is not limited to:

- **Discriminatory speech or actions** (racism, sexism, ableism, homophobia, transphobia, xenophobia, or other forms of bigotry)
- **Unwanted physical contact** (assault, groping, unwelcome touching, etc.)
- **Persistent or aggressive behavior** after being asked to stop
- **Doxxing, stalking, or threats**, online or in person
- **Sexual harassment**, including inappropriate comments, gestures, or pressure for sexual activity
- **Gaslighting, manipulation, or intimidation** in political or personal interactions
- **Bullying, retaliation, or exclusionary tactics** that harm our collective mission

### Accountability & Consequences

This is a **community-driven space**, and we believe in **transformative justice**—whenever possible, we seek to address harm in ways that promote learning, growth, and restitution. That said, **our priority is the safety of marginalized and vulnerable people.**

- Anyone engaging in harassment will be asked to stop immediately.
- If the behavior continues or is deemed severe, the individual may be asked to leave the space or event.

- Repeat offenders may be banned from the organization, subject to collective decision-making.
- Survivors and impacted individuals will be prioritized in shaping responses to harm.
- Restorative processes (such as mediated discussions or community accountability measures) may be offered, but participation is **never** required of those who have been harmed.

## **Reporting & Support**

We understand that speaking out can be difficult. If you experience or witness harassment:

- **You can report it privately** to the Feel The Bern San Fernando Valley at FTBSFVRC@gmail.com.
- **You will be heard and taken seriously**—no retaliation will be tolerated.
- **Confidentiality will be respected** unless collective safety requires action.
- **We prioritize survivor-centered justice**—meaning the person harmed has a say in what accountability looks like.

## **Building a Safer Movement**

We are all responsible for making our spaces safe and welcoming. This means:

- Holding ourselves and each other accountable
- Listening and believing those who come forward
- Intervening when we see harm occurring
- Committing to ongoing education on harm, oppression, and justice

Together, we can build a movement where **solidarity means safety, and justice means action.**