

Amethyst Foundation Inc.
Community Code of Conduct Policy 1.0
September 2018

The purpose of our Community Code of Conduct is to ensure all participants in the Amethyst Retreat Center community and those engaged in the Amethyst Foundation work have the best possible experience. We are all here to help each other learn, heal, and to live in new and meaningful ways and to have a good time!

The Amethyst Retreat Center Community Code of Conduct covers our behavior as members of the community, in any forum or group (including internet/social media), mailing list, public or private groups, website(s), private correspondence, public meetings, and public/private events.

Being a diverse community is one of our strengths; it can also lead to communication issues and conflict. We have a few ground rules we ask people to adhere to, to ensure that the Amethyst Retreat Center community continues to be a nurturing and comfortable space in which to communicate, collaborate, and contribute.

The following is a guide to make it easier to be our best with each other. We expect it to be followed in spirit as much as in the letter.

- Be considerate. Your efforts and contributions will affect other people, and in turn, you will depend on the efforts and contributions of others. Please take the whole into account when making decisions and taking actions.
- Be patient. Communities and programs are built on volunteer time both from participants and organizers. Be patient and consider the skills of those involved and the norms of the community. Work efforts and projects can not always be done in a particular way, according to our personal expectations or on a particular schedule.
- Be respectful. Not all of us will agree all the time; disagreement is no excuse for poor behavior and poor personal decisions. We might all experience some frustration now and then, but we cannot allow that frustration to turn into a personal attack. It's important to remember a community where people feel uncomfortable or threatened is not healthy. We expect members of the Amethyst Retreat Center community to be respectful when communicating with other community members, as well as with people attending our events. This is especially important when communicating our disagreements or opposing views.
- Be kind. Everyone in the Amethyst Retreat Center community should feel welcome, regardless of their background or belief system. Be courteous and respectful to other community members. No offensive comments related to gender, gender identity or expression, sexual orientation, disability, physical appearance, body size, race, spiritual path, religion; no sexual images in public spaces, no real or implied violence, intimidation, oppression, stalking, following, harassing photography or recording,

sustained disruption of talks or events, inappropriate physical contact, or unwelcome sexual attention will be tolerated.

- Communicate effectively. We don't all speak the same language or with the same skill level. Clear communication can help to avoid misunderstandings, as can remembering our interpretations of words can be different depending on our backgrounds. Having context is important. It's better to ask for clarification than to make assumptions. Disagreements are normal, but we expect individuals to resolve disagreements constructively — so please avoid inflamed remarks, trolling, personal attacks, and repetitive arguments.
- Be accepting. Amethyst Foundation has established non-profit governance, enterprise management, and community decision making processes. We may not all agree with decisions or policies established, but they must be respected and accepted.
- Ask for help when unsure. Nobody is expected to be perfect. Asking questions early avoids many problems later, so questions are encouraged, though they may be redirected to the appropriate people. Those who are asked should be responsive and helpful.

In addition to this Code of Conduct, Amethyst Retreat Center land use and events/activities are governed by the policy summarized below. All guests, event attendees, speakers, sponsors and volunteers, including event organizing teams, are required to follow this policy.

Amethyst Board and Community Council representatives and Event Organizers are expected to enforce this policy. We expect cooperation from all participants to help ensure a safe nurturing environment for everyone.

Policy

Amethyst Retreat Center and the grounds are considered sacred and must be cared for as such:

- Leave the grounds and buildings in the good condition you find them in and report any damage that may occur while you are on the property.
- There is a no illegal drug use at any time and a no alcohol consumption policy during public events. Serving alcohol may be permitted for private events (for example weddings, life celebrations) and during private personal retreats. Pre-authorization can be requested by emailing amethystretreatcenter@gmail.com
- Anyone engaging in or permitting illegal drug use, sale or distribution at any time or alcohol consumption during public events or community gatherings will lose the privilege of being an overnight guest, seasonal, or permanent resident or hosting events at Amethyst Retreat Center. Amethyst event organizers may take any action they deem appropriate, including warning the offender or expulsion from the event and property.

- Harassment is not tolerated. Harassment includes offensive verbal comments related to gender, age, sexual orientation, disability, physical appearance, body size, race, religion, spiritual beliefs, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention. Participants asked to stop any harassing behavior are expected to comply immediately. Event hosts and Event Sponsors are also subject to the anti-harassment policy. If a participant engages in harassing behavior, the event organizers may take any action they deem appropriate, including warning the offender or expulsion from the event and property. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please notify your event host/organizers.
- Respect for event speakers and facilitators during events and gatherings is essential to preserve the intention and quality of their work. Participants should refrain from interrupting, correcting the facilitator, or from providing assistance unless it has been discussed and agreed to with the event facilitators/cohosts. Amethyst event organizers may take any action they deem appropriate to maintain the energy of the event including warning the offender or expulsion from the event and property.

We expect all retreat guests, seasonal residents, permanent residents or event organizers/participants to follow these rules while on the property, while participating in Amethyst events, online forums, meetings, projects and when engaging with the public on the Amethyst Foundation property.

If You Need Help

Instances of abusive, harassing, or otherwise unacceptable behavior may be reported by notifying your event host/coordinator or by emailing amethystretreatcenter@gmail.com. As a non-profit with an important vision and mission, we take great care in our community's wellbeing and want to ensure everyone has a good and safe experience. Please contact us at amethystretreatcenter@gmail.com if there is an issue so we can help address it.