

Code of Consent and Conduct

In order to sustain a safe and soulful event, this page outlines the expectations for all attendees of Revival. Complete adherence and understanding of these boundaries are considered the minimum requirement to attend Revival, and its collaborative events. We do not discriminate on gender, sexual orientation, disability, ethnicity, socioeconomic status, age, or religion.

Our community is too valuable to hold space for individuals who do not make active efforts to ensure the safety and comfort of each person in any given situation at our event. We consider Consent as the easiest and most basic level of personal development, and thus the cornerstone of our event and this **Code of Consent and Conduct (CCC)**.

The **CCC** governs the actions of individuals, to learn more about our **Code of Ethics**, which governs the decision making values of our community, please review the bottom of this page.

Expected Behavior:

- **You are responsible for your own experience.** Be capable and willing to say 'No.' Communicate your boundaries, and create space for self assessments.
Example: A quick bathroom break can allow you the opportunity to reflect and rehearse your wants and intentions. Prepare and practice ways to decline all varieties of offers. "I'd like to pace myself," "I need a break," "Not this time," "Ask me later."
- **You are responsible for your own reputation.** Share your plan, observe your environment, allow time for consideration and reflection. Be active in making specific requests, and diligent in respecting anything short of "Yes," as a "No."
Example: "I'm going to run to the bathroom and then head to camp for a drink. When I get back, if you'd like one, I can bring it back here, or you can join me."
- **We are all responsible for maintaining a healthy and safe community.** Check in on anyone who is displaying hesitation, confusion, or inconsistent behavior.
Example: Ask your friend to help you find something in your tent if you need to create a private moment to help them gauge their well being. Or, ask for a wellness check from a nearby Watchmen, if you are unfamiliar with a person you are concerned about.
- **Make conscious, deliberate and confident decisions, and empower others to do the same.** Refrain from non-consensual demeaning, discriminatory, or harassing behavior.
- **Be mindful of your surroundings and fellow participants' safety.** Respect personal property, land, organizers, and fellow attendees.
- **Ensure the safety of children and minors at all times.** Minors should at all times be with one of the adults listed on the minors registration form. Parents are required to adhere to the Minors policy at all times.

Unacceptable Behavior:

- **Non-consensual physical contact, and nonconsensual sexual interaction.**
Non-consensual sexual interaction will result in an immediate life-time ban. *It will be the sole-responsibility of the person accused of such behavior to provide evidence negating claims against them, if they wish to appeal the ban.*
- **Repeated excessive intoxication that negatively impacts the event experience for other participants or event planners.** Revival is a alcohol and drug abuse free festival. We believe being self aware of one's limitations is the key to focusing on creating a friendly, safe and healthy environment for everyone. Please respect this space and drink responsibly—zero tolerance for abusive drinking.
- **Predatory behavior.** Defined as any unwanted and non-consensual form of the following: intimidation, harassment, stalking, verbal or physical abuse, violence against people or other's property.
- **Failing to ensure Minor Safety-** Create a safety plan to ensure that a minor for which you are responsible has proper supervision at all times.
- **Reckless, deliberate, or repeated disregard for one's own safety or well-being.** Any behaviors which demand the intervention of other participants, community members, volunteers, or outside agencies, such as intervention by local law enforcement or fire department staff. Abuse or neglect of Revival, and/or land owner property, physical or otherwise, such as vandalism, theft of event property, abusing the ticketing process, or impersonating a lead or member of the Revival Board of Directors or Steering Committee
- **Violations of any and all policies put in effect by Revival and/or local authorities.**

Consequences of Unacceptable Behavior: Unacceptable behavior will not be tolerated. This includes expressions of this behavior at the event, as well as pre- or post-event via phone, social media, or face-to-face communication.

- Anyone asked to stop unacceptable behavior is expected to comply immediately.
- If a participant engages in unacceptable behaviors, Revival may take any action they deem appropriate to ensure the safety or sustainability of the event and its participants. This action may include, but is not limited to, expulsion from the event without refund, revoking tickets, or removing a volunteer from their shift.
- If a participant's unacceptable behavior is found to be predatory or repeated, an expulsion for the present or following years may be instituted. There may be an opportunity to appeal and show progress towards resolution of these issues after the following year's event.

In particularly egregious circumstances, an individual's ban status may be communicated to other allied events or communities. Be aware that your actions may negatively impact your participation beyond Revival and collaborative community events.

Please refer to the Warning and Ban Policy for details on how Revival may take additional actions to bar participants from attending or volunteering at events.

Revival or individuals may pursue potential legal action.

What to do if you witness or are subjected to unacceptable behavior:

If you are subjected to unacceptable behavior, notice that someone else is being subjected to it, or have any other concerns:

- **First, speak up.** Ask the person to stop. Say no.
- If you feel unsafe, leave the situation.
- If you feel uncomfortable but the person's behavior does not cross a line, step away from the situation.
- **If you need help, ask for it.** If someone asks you for help, do your best to help or find someone who can.

Report your concerns to a Watchmen or Revival Board Member; these individuals are prepared to assist participants and listen to your concerns. Detailed notes or other forms of documentation—recorded as soon as reasonably possible—containing the date, time, location, names or descriptions of involved parties/bystanders, and the nature of your concerns are not required but are very helpful in addressing your concerns.

If you would like to call in law enforcement or need professional medical treatment, Revival will support you taking that action.

Revivals Code of Ethics

This Code of Ethics is designed to start creating a referential framework to guide the decisions of attendees toward perpetuating an environment of respect, honor and empathy. As our community grows, we will continue to evolve and develop this code of ethics to continually represent our goals. By committing to reflect on and implement these values, we can ensure the safety of everyone on their wellness journey.

Consent: We ask for touch, for time and for space.

Consent is freely given, revocable, informed, enthusiastic, and specific. This applies to not only sexual or physical engagement, but also emotional labor, financial support, and an individual's space or environment.

If consent is neglected or breached, we work together to create a constructive remedy or path of restorative justice.

Community through Restorative Justice: We repair harm and restore relationships.

Restorative justice (RJ) can provide a way for individuals to address conflicts, harm, and wrongdoing in a way that prioritizes healing over punishment.

By creating a safe and respectful space for dialogue and accountability, we empower individuals to build empathy, understanding, and trust, and to work together to create a positive and supportive community.

Impact VS. Intent: We contemplate the end results of intentions before taking action.

Knowing how to act on our intentions in a controlled and measured manner often requires a moment of pause and reflection. Good intentions are the vessels of positive impacts, which can only succeed when we consider what our goals are before we speak or act.

Leave No Trace: On people and places, we believe in striving to leave things beautiful and unharmed.

Utilize Pack It In Pack It Out, procedures. Everything you bring with you, must leave with you. Transforming our world starts with transforming our relationship with the environment. All trash and possessions leave with you. Every event and gathering is held in a space that demands our respect.

With these principles, it is always critical to evaluate your own interpretation and understanding as they apply to you.