

# Lark Traditional Arts Code of Conduct

## LARK TRADITIONAL ARTS DOES NOT TOLERATE ANY FORM OF HARASSMENT

We do not tolerate harassment of anyone - for any reason at any event or in our online spaces. This includes but is not limited to:

- Physical and/or sexual harassment
- Inappropriate or unwanted physical contact
- Abusive and/or derogatory verbal comments
- Deliberate intimidation or discriminatory actions
- Any behavior that disparages or disrespects someone due to background, or identity, including sexual orientation, gender identity and/or expression, religion, sex, age, medical condition, ethnic or social background.
- Stalking
- Following
- Photography, recording, or disseminating of either of anyone without their consent

If anyone engages in harassment, LTA may take any action they deem appropriate, ***including expulsion from the event without warning or refund***. If expelled, they will be required to pack up and leave immediately, and in the meantime, they may be monitored by LTA staff.

If the event crew informs you that someone has reported that you are upsetting them, please be open to the information. Understand your actions may have been perceived differently than you intended, and consider a sincere apology to remedy the situation.

## IF YOU WITNESS, OR ARE SUBJECT TO, UNACCEPTABLE BEHAVIOR:

- If you are the subject of harassment, please speak up. Ask the person targeting you to stop, and clearly say “no”. If you need help, please ask for it. If you feel unsafe, leave the situation.
- If you notice that someone else is being subjected to harassment, be an empowered bystander. We encourage you to attempt to remedy the situation before it escalates if it is safe to do so.
- If someone asks for your help, please do your best to help them, or seek help if you can't.
- If the situation is more serious, or you don't feel comfortable intervening, please alert event management or security as soon as possible.
- If you wish to report an incident after event, please contact us at: [incidentreport@larkcamp.org](mailto:incidentreport@larkcamp.org)

## REGARDING UNWELCOME SEXUAL ATTENTION:

- When it comes to sexual advances, we all understand that “no means no”. If you need to try to convince a potential partner to comply, you should assume the person you are trying to convince doesn't want to participate. Being quiet can also mean “no”, and if someone isn't responding clearly you should make sure that the situation is safe, comfortable, and consensual for everyone involved.
- Sexual or romantic encounters with people while they are not sober or otherwise not able to make clear decisions is ill-advised. It is best to stop further action until both of you are sober.

## THEFT AND OTHER PEOPLE'S PROPERTY

Attendees need to be able to leave instruments, bags & backpacks, clothing, and other personal property in various locations without fear of theft. It is not appropriate to open or take anyone's instrument case, bag or backpack, or other property for any reason.

MARK YOUR OWN BELONGINGS SO THEY ARE EASILY RECOGNIZABLE.

## ALCOHOL, SMOKING, & DRUGS

- You may only bring alcoholic beverages for your own consumption if you are 21 or over.
- All smoking or vaping is strictly allowed only in designated areas.
- If a participant is found taking, selling, or possessing any illegal drug or substance, or if they supply such drugs, substances, or alcohol to minors, they may be fined and/or expelled from the event without warning or refund. LTA will report such action to police if required by law.