

Camp Menagerie Consent, Communication, and Behavior Policy

At Camp Menagerie we create a safe, consensual, and respectful space by holding ourselves and each other to high standards of consent, clear and effective communication, and considerate behavior. To do this, we agree to:

1. **Treat all people with dignity and respect.** We do not judge or discriminate based on race, religion, sex, sexuality, gender, pronouns, age, disabilities, relationship structure, or any other individual characteristic.
2. **Behave with consideration towards others.** We maintain awareness of other peoples' needs and our impact on them. We are mindful of our words, tone, and actions. We strive to hold our own needs and the needs of others on equal footing. We seek Win-Win solutions.
3. **Maintain sufficient sobriety** to support upholding consent, communication, and behavioral expectations at all times.
4. **Follow the FRIES Model of Consent**, which describes the five-factors of consent as:
 - a. **Freely-Given** - no pressure, coercion, or repeated asking; mindful of power imbalances
 - b. **Reversible** - anyone can change their mind at any time for any reason
 - c. **Informed** - everyone understands what they are consenting to
 - d. **Enthusiastic** - YES! is required. "Maybe," "sure," and "OK" are no's
 - e. **Specific** - consent applies only to the specific interaction agreed to at that defined time
5. **Directly and respectfully address conflicts.** We communicate our feelings and needs with "I Statements" ("I'm feeling uncomfortable and I need more physical space right now.") and actionable requests ("Would you be willing to move an arm's length away from my body?"). When realistic, we take proactive steps to solve problems without needing change from others (moving our own body away when this is a reasonable and effective solution.) If we feel unsafe having direct communication with someone about a conflict, **we seek support** from a Conduct Council Member, Circle Keeper, or other designated Camp support person to help address the issue.
6. **Offer an authentic and complete apology** when we misstep. *For example, one may include:*
 - a. **I'm sorry....**
 - b. **...For What** - State what I'm apologizing for (ie, what I did)
 - c. **Impact and Empathy** - Acknowledge the impact on the other person, take ownership, and show that I understand why I caused hurt.
 - d. **Listen** - People want to be heard. Don't jump over them. Let the other person have their say. Acknowledge and validate their experience of the hurt.
 - e. **Don't Make Excuses** - Explanation, if needed, should *only* be offered after the first 4 steps are completed and should be directly linked to an action plan for change (next).
 - f. **Action Plan** - Say why it won't happen again. What steps am I taking? If I'm not sure, invite a dialogue to come up with solutions.
 - g. **Amends** - If it's relevant, make reparations: "I'm going to pay for the damages. Just send the bill to me. I'm going to do my best to fix what I did." Or "I do want to hear what you have to say. Let's schedule a time to talk when I'll be better able to focus."
7. When a one-on-one repair is not sufficient, **we engage in a restorative process to heal the hurt.** This may include, but is not limited to, a mediated or facilitated conversation, a larger Circle Process with affected people, and/or an accountable action plan to prevent further hurt and/or to make amends.

I agree to adhere to the above **Consent, Communication, and Behavior Policy**. If I violate this Policy, I understand that I may be subject to consequences including, but not limited to: removal from Camp Menagerie, restriction from certain Camp Menagerie activities or areas, or a requirement to participate in a restorative and/or educational process in order to attend future Camp Menagerie activities or events.

Signed

Print Name

Date