Code of Conduct of the Mythopoeic Society (Mythsoc)

as approved by a simple majority vote of the Council of Stewards on 7/9/23

1. Be Respectful and Kind

1.1 Definitions

We seek to create a welcoming environment and to make sure everyone feels safe. We accept and encourage respectful disagreement or critique in good faith. However, bullying or harassment of any kind isn't allowed. If you disagree with someone or something, you are expected to handle the disagreement in a mature manner, and think about the impact on your (semi-public) audience before you post anything.

Language or iconography that is intended to marginalize, demean, make fun of, or to be hurtful to anyone based on gender identity or expression, sexual orientation, sex, religion, race, age, ethnicity, country of origin, physical appearance, political party, veteran status, or ability will simply not be tolerated. Unwelcome photography or recording, sustained disruption of talks or other events, inappropriate physical contact, sexual harassment, and weaponization of this policy to silence others are also considered harassment. Treat everyone with respect, even - especially! - while debating.

1.2 Additional Community Guidelines

Moderators (including but not limited to members of the Council of Stewards, in-person event organizers, online event moderators, and social media managers or administrators) have the authority to establish and enforce additional relevant Community Guidelines, as long as these are reasonable and necessary and do not conflict with any rules in the Code of Conduct. These should be established and made public in advance of any event, and accessible to all relevant parties. Procedures outlined in this Code of Conduct may apply to these Community Guidelines as necessary.

2. Moderation

Society spaces and events are moderated by a small group of volunteers, including panel moderators, social media admins, and members of the council of Stewards (hereafter Moderators). We're here to help! We seek to facilitate respectful discussion among members at events and online.

For moderation effectiveness online, it is imperative that you do not block any of our moderation team on any Social Media. Anyone found in violation of this rule will be warned of the issue, and may be removed if the problem persists.

We cannot possibly watch everything all the time. If you believe someone is violating the Mythsoc Code of Conduct, or if you spot what you think is harassment of others, please contact a member of the Moderation team.

3. Reporting

3.1 How to Report

At an event: Report to an appropriate Moderator, such as a panel moderator, a member of the event's organizing committee, or a Steward in attendance.

On social media: If available, report the post using the platform's reporting function. Your social media platform of choice will have detailed instructions on how to report a post or comment if the platform does not natively have a reporting function. You may additionally reach out to an appropriate Moderator.

Outside reporting: Harassment or behavior that violates Mythsoc's Code of Conduct which takes place outside of Mythopoeic Society spaces may also be reported if said behavior may put members of the Society at risk (e.g., threats of physical harm). For Mythsoc to act effectively, this should be reported along proper channels to appropriate Moderators, not presented as gossip about outside groups or individuals.

3.2 What to Expect After You Make a Report

A representative from the Moderation team or Council of Stewards will reach out to you to gather additional information. You can expect to be treated with respect. The Moderators will attempt to maintain your privacy as much as is reasonable in the situation. At the conclusion of the investigation, relevant persons will be notified.

3.3 What to Expect if You Are Accused of Violating the Code of Conduct

Participants who have been asked to stop harassing behavior by anyone are expected to comply immediately. Each Society member is allowed two warnings for conduct violations before facing consequences, outlined separately. Warnings may come as verbal warnings, deleted posts, or temporary muting.

You can expect to be treated with respect. In ideal cases, any misunderstandings, false accusations, or unintended violations will be cleared up at the warning stage. The Moderators will attempt to maintain your privacy as much as is reasonable in the situation.

4. Consequences and Appeals

4.1 Consequences of Violation

If after appropriate warnings (outlined in 3.3), violation of the Code of Conduct persists, appropriate consequences up to and including temporary removal from Society spaces and/or events may be meted out by event organizers, online moderators, and/or Stewards.

For severe transgressions (e.g., threats of personal harm), event organizers, moderators and/or Stewards reserve the right to skip warnings and proceed straight to temporary removal of the member from the space or event.

For repeated or severe violations, the council of Stewards may decide whether the removal is temporary (e.g., being removed from an event, or temporarily muted in a social media space) or permanent (e.g., banned from a social media space, or expulsion from the Society). This decision must be made by a simple majority of the total number of Stewards. Any fees for event attendance or membership will be forfeit except where required by law.

4.2 Appeals

Any member facing temporary removal from the Society or an event is entitled to appeal the decision to the Council of Stewards. If in the case of an in-person event, there are Stewards in attendance, reach out to one in person, or contact a Steward via the contact information on the Mythopoeic Society's website.

Former members should appeal a permanent removal from the Society in writing addressed to any sitting Steward. Appeals will be presented and decided upon at the next quarterly Steward meeting.

Decisions to repeal a temporary or permanent ban must be made by a simple majority of the total number of Stewards.