

**CIRCA Community Agreement**, to be signed by all general body members.

#### Preamble

The intention behind this community agreement is to re-emphasize the importance and need for mutual respect and considerate behavior towards all members of the group. These guidelines are instituted to ensure a clear evaluation process of actions when an intragroup conflict arises. This agreement is to ensure that all expectations of members actions are clear and any violations of this agreement will be held accountable according to the CIRCA constitution.

#### Sexual/gender-based misconduct and gender-based harassment

CIRCA does not condone gender-based misconduct and/or gender-based harassment. As a result, reports of incidences of gender-based misconduct and/or gender-based harassment trigger a report sent to SCCS or the appropriate office and an internal review of the incident by the Executive Board as outlined by the constitution and CIRCA's Response Protocol. Members are expected to follow all University policies in relation to gender-based misconduct and/or gender-based harassment. As CIRCA members, we agree to respect everyone's personal boundaries and gender identity. Additionally, we agree to be active bystanders to ensure that further hurt and damage does not occur when issues of gender-based misconduct and/or gender-based harassment arise.

#### Discrimination and Harassment

CIRCA does not condone discrimination and harassment. As a result, reports of incidences of discrimination and harassment trigger a report sent to SCCS or the appropriate office and an internal review of the incident by the Executive Board as outlined by the constitution and CIRCA's Response Protocol. As an organization, we continue to strive to become an anti-racist organization. As a result, racist words, actions, or sentiments are a strict violation of CIRCA's mission, values, Constitution, and this agreement. As CIRCA members, we denounce all forms of discrimination and harassment and agree to be active bystanders to stop these issues from continuing to occur. Members of CIRCA are expected to uphold the behavioral standards as outlined in the CIRCA wide Anti-Racism policy.

#### Substance Abuse

CIRCA does not condone substance abuse during club related activities. Substance abuse is defined here as use of substances (such as alcohol and drugs) that results or could result in endangerment of oneself or others. As a result, reports of incidences of substance abuse trigger a report sent to SCCS or the appropriate office and an internal review of the incident by the Executive Board as outlined by the constitution and CIRCA's Response Protocol. Being under the influence of drugs, alcohol, or other substances during CIRCA-affiliated activities does not absolve the individual(s) engaging in said substances from the full responsibility of any harmful actions towards fellow CIRCA members or non-members. Members are expected to exercise

respect and consideration when dealing with matters and engaging in activities affiliated with the organization-- this includes and is not limited to staffing conferences, attending CIRCA parties and delegate socials, participating in social-marketing events, etc.

## Hazing

CIRCA does not condone hazing in any form. As a result, reports of incidences of gender-based misconduct trigger a report sent to SCCS or the appropriate office and an internal review of the incident by the Executive Board as outlined by the constitution and CIRCA's Response Protocol. As defined by the university's Undergraduate Student Life website, hazing includes "any action taken to that causes embarrassment, harassment or ridicule and/or risks emotional and/or physical harm to members of a group or team, whether new or not, regardless of the person's willingness to participate." Any member who engages in hazing another person(s) violates the spirit of this community agreement.

In the spirit of this agreement, I \_\_\_\_\_(name) pledge to uphold CIRCA's values of inclusion and community as codified in this Community Agreement and CIRCA's Code of Ethics (CIRCA Constitution, clause V-M).