



CODE OF CONDUCT

INTRODUCTION

The Mid-Atlantic Rubber Club (MARC) is a community built upon the values of pride, responsibility, fellowship, service, and visibility. This Code of Conduct reflects our shared commitment to maintaining a safe, respectful, inclusive, and affirming environment for all members, guests, and collaborators.

GUIDING PRINCIPLES

1. **Be Respectful** - Treat all individuals with dignity, courtesy, and respect regardless of race, ethnicity, gender identity or expression, sexual orientation, mobility, disability, stature, age, nationality, religious belief or affiliation, or socioeconomic background.
2. **Be Welcoming** - Use inclusive language and behaviors that affirm the diverse identities represented by our community.
3. **Be Kind** - Find ways to encourage and support each other. Be generous with compliments, and remember we are here because of our common interests.
4. **Consent is Key** - Always seek clear, enthusiastic, and ongoing consent before engaging in any physical, sexual, or scene-based interaction, as well as issues of confidentiality & privacy of Club Members.
5. **Be an Ambassador of the Club** - Conduct oneself at all times in a respectful and composed manner that upholds the values of responsibility, mutual respect, and pride.

SCOPE OF APPLICABILITY

The MARC Code of Conduct is applicable to any Member (Full and Associate), Pledge, Director, and Officer in any Club related discussions, forums, events and activities, or acting as an official Agent of the Club.

In addition to any Club-defined regulations on behaviour, Members must abide by any and all regulations set forth by any 3rd party hosts of any Club-affiliated events or activities.

PROHIBITED ACTIVITIES

1. **Discrimination, Slurs, and Hate Speech** - We will not allow anyone to demean, threaten, attack, or otherwise dehumanize individuals, or groups, or encourage others to do so for any reason including (but not limited to) these attributes:

- Race, perceived race, ethnicity, and/or color
 - Place of origin and/or immigration status
 - Sex and/or sexual orientation
 - Gender, gender identity, and/or gender expression
 - Religion, religious affiliation, and/or beliefs
 - Age
 - Physical, mental or cognitive abilities, and/or disease
 - Physical attributes and/or appearance
 - Socioeconomic background
2. **Violations of Consent** - Non consensual physical contact of any kind is strictly prohibited. Members must respect personal boundaries, and the right of individuals to decline or withdraw consent without retaliation or pressure at ANY time. It is recommended that Members consider utilizing Risk-Aware practices such as “Risk Aware Consensual Kink” or “Safe Sane and Consensual.”
 3. **Spam** - Utilizing Club resources and forums to promote repetitive, large volume messaging of non-Club affiliated/relevant activities, to include verbal disruption during Club meetings and events.
 4. **Scams** - Sharing phishing or scamming links on Club affiliated forums, to include misleading Club members for personal benefit.
 5. **Sharing Personal Identifiable Information** - Within a reasonable expectation of privacy, sharing personal identifiable information of other Members without their consent including (but not limited to):
 - Full name
 - Email address
 - Physical address
 - Telephone number
 - Unique identifiers
 - Fetish/sexual interests
 - Personal circumstances
 6. **Sharing of Images or Videos of Individuals Without Consent** - Within a reasonable expectation of privacy, sharing images or videos of individuals without consent. If a violation of consent is reported to us, we will remove the associated image or video from any Club-affiliated forums.
 7. **Bullying and Harassment** - Insulting or disparaging other Club Members or Pledges. Bullying and harassment includes (but is not limited to):
 - Encouraging coordinated harassment
 - Depicting wilful harm or intimidation, such as cyberstalking or trolling
 - Wishing death, serious disease, or other serious harm on an individual
 - Exposing (or threatening to expose) a person’s private information
 - Hostile verbal or written correspondence directed at an individual
 - Repeatedly reporting false violations against an individual
 - Deliberately misgendering others
 8. **Speaking on Behalf of the Club** - Unless authorized by the Board of Directors.

REPORTING A VIOLATION

Any violation of the above prohibited activities should be reported by a Member in a timely manner by emailing the following report information to the Club Equity Chair, Secretary, or a designated third-party:

1. The subject line must include the statement "Reported Violation"
2. The nature of the incident
3. The date and time of the incident
4. Identification of the individuals involved such as violators, victims, and bystanders/witnesses

If the reported violation is against any individual Officer listed above, please submit the reported violation to another Director.

ADJUDICATION OF REPORTED VIOLATIONS

Receipt of any reported violations will be acknowledged in writing by Club Officers within fifteen (15) days. Following acknowledgement of a reported violation, the adjudication process shall begin. This procedure shall take part utilizing the following procedure outlined below:

1. **Assembly of a Jury of Peers** - A panel of 3 Members will serve the basis for a Jury of Peers to review the details of the case, and execute a decision related to the alleged violation. The default membership of this panel shall be made up of the President, Vice President, and Equity Chair. If any of these individuals is involved directly in the violation as either the reporting individual or the accused, they shall recuse themselves, and an alternate Director shall be selected by the non-recused Directors.
2. **Notification of Accusation** - Within fifteen (15) days of acknowledgment of the reported violation, both accused and reporter are notified of the accused incident.
3. **Investigation of Details** - Both parties shall provide evidence to their case in writing, including identifying any additional witnesses/bystanders involved in the incident. The Jury of Peers may reach out to the identified witnesses/bystanders offline to capture written testimony to the detailed events of the incident.
4. **Schedule a Case Review** - The President or other ranking Officer on the Jury shall take the lead role in coordinating a special meeting to include the reporting individual and the accused, as well as all identified witnesses/bystanders included (at their will) in the reported violation. This meeting shall occur within thirty (30) days of acknowledged receipt of the reported violation.
5. **Case Review** - Case review meetings shall include a summary of the reported violations presented by the reporting individual, a summary of any defense presented, and a review of supporting facts presented by relevant witnesses/bystanders. The review may include a period for discussion.
6. **Decision** - Following a case review, the Jury of Peers will have seven (7) days to discuss amongst themselves and determine the accuracy & seriousness of the reported

violation. Upon this determination, they shall recommend an appropriate disciplinary action as needed. Disciplinary action* can include (but not limited to) any of the following based on the seriousness of the violation:

- Verbal or written warning
- Required mediation or restorative action
- Temporary or permanent suspension of Club membership, Elected roles, and/or other leadership positions.
- Banning from Club affiliated events and activities

*Only direct reports of violations with sufficient factual details will result in disciplinary action on the part of the Club.

DECISION

Following receipt of a recommendation by the Jury of Peers, the final decision shall only be enacted upon simple majority of the Board of Directors of the Club.

TRANSPARENCY

A summary of the decision (while protecting confidentiality where appropriate) shall be communicated to the Full Membership within seven (7) days of the final vote.

RETALIATORY BEHAVIOR

Any retaliatory action on the part of the accused individual or reporter of any violation, based on the decision made by the Jury of Peers and the Board of Directors, shall be prohibited, and shall constitute initiation of a further report of violations.

ADOPTION AND REVIEW SCHEDULE

This Code of Conduct may be reviewed and amended by the Board of Directors as needed, with notice and feedback opportunities provided to the general membership. Revisions must align with the Bylaws and uphold the Club's purpose.

Adopted by the Board of Directors: 12/23/2025

Next Review Due: 12/23/2027 (2 years later)