



2020 BRD SEASON PHOTOGRAPHER CODE OF CONDUCT

INTRODUCTION

This season of Boston Roller Derby, we want to set the a high bar with the behavior and conduct of our Photographers, and set an example for Photographer crews at this tournament for years to come. For this season, we are putting together this Code of Conduct, similar to Codes of Conducts from other high level WFTDA-recognized tournaments, to match the exemplary behavior we have come to expect of those photographers who have worked with us over the years.

Beyond just not posting photos to sites that do not share the values of Boston Roller Derby and our community, we will challenge this year's photographers to ask themselves the following questions before considering posting a photo:

- Is a member of our community being sexually objectified in this image?
- If this photo was taken out of context, does the image still tell the story it should?
- Does the photo disempower the person pictured?

There will forever be “derpy” photos, funny photos, and photos that do not catch the subject at the best angle – but our goal with this – is to ensure our photographers’ work is on par with the expectations we have of everyone in our community: to respect each other.

OVERVIEW

The purpose of this Code of Conduct is to ensure that all participants, volunteers, and attendees are treated with dignity and respect, and that Photographers treat others with dignity and respect, free from discrimination, harassment and bullying. All Photographers are required to take the time to ensure they understand their obligations under this policy.

This policy may be amended as appropriate. While the policy itself is not a contract, its terms are incorporated into the 2020 Boston Roller Derby Season Photographer Agreement. We are committed to providing an environment free from discrimination, harassment, bullying and retaliation (victimization), and providing equal employment opportunities for all.

The core principle is that Photographers must treat others with dignity and respect and should, themselves, be treated with dignity and respect. Members and volunteers should always consider whether their words or conduct could be offensive. Whether conduct violates this policy does not turn on the intent of the person who engages in the conduct. What matters is how the conduct is received and whether a reasonable person would find the conduct offensive, and compromising of their dignity.

Allegations of discrimination, harassment, bullying and retaliation are taken seriously and will be addressed promptly. Any investigation will be conducted with the greatest degree of confidentiality consistent with completing a fair and thorough investigation.

Discrimination, harassment, bullying or retaliation by a Photographer will be treated as a disciplinary matter, and may result in removal of credentials or the Photographer being removed from the 2020 BRD Season games.

DISCRIMINATION AND HARASSMENT

Discrimination and harassment will not be tolerated. As a general rule, “discrimination” includes treating someone differently because of a characteristic protected by applicable law. As a general rule, “harassment” is serious, severe or pervasive conduct, based on a characteristic protected by applicable law, that is unwanted or offensive, that has the purpose or effect of violating a person’s dignity or creating an intimidating, humiliating, hostile, or offensive environment, or because they are required to submit or refuse to submit to such offensive behavior.

Examples of potential harassment:

- Unwanted and inappropriate physical contact or horseplay, including touching, pinching, pushing, grabbing, unnecessary brushing against someone, invading personal space and physical or sexual assault
- Unwelcome sexual advances or suggestive behavior.
- Stalking or persecuting a person with unwanted attentions, gifts or messages.
- Continued suggestions for dating, romance or social activity after it has been made clear that the suggestions are unwelcome.
- Unwelcome sending or displaying material that is pornographic or that reasonable people find offensive (including emails, text messages, video clips and images sent by mobile phone or posted on the internet)
- Offensive or intimidating comments or gestures, or insensitive jokes or pranks that undermine the dignity of the person
- Mocking, mimicking or belittling a person’s disability
- Racist, sexist, or homophobic jokes, or derogatory or stereotypical remarks about a particular ethnic, social, linguistic or religious group, or gender

Persons may be harassed even if they are not the intended target. For example, a person may be harassed by racist jokes about a different ethnic group if they create an offensive environment for him or her.

BULLYING

"Bullying" (i.e., abusive conduct) is offensive, intimidating, malicious or insulting behavior involving the misuse of power that would make a reasonable person feel vulnerable, upset, humiliated, undermined or threatened. "Power" does not always mean being in a position of authority, but can include both personal strength and the power to coerce through fear or intimidation. Bullying can take the form of physical, verbal and non-verbal conduct.

Examples of potential bullying/abusive conduct:

- Shouting at, ridiculing or demeaning others
- Acts of physical or psychological violence
- Creation of arbitrary standards for one person, or imposing unrealistic demands to intimidate a person
- Abuse of authority
- Stealing credit for another's work

Legitimate, reasonable, and constructive criticism of a member's or volunteer's performance or behavior, or reasonable instructions given to workers in the course of their service, will not amount to bullying or abusive conduct on their own.

REPORTING A BREACH OF THIS POLICY

Photographers attending any events of the 2020 BRD Season have a responsibility to help the events' and the host's (Boston Roller Derby) reputation and to prevent unethical or unlawful actions from happening. We realize that it is difficult to raise a sensitive issue. However, if you have any information about activities or behavior that conflict with or could be perceived to conflict with this policy you should let the head Photographer know.

You should report incidents of discrimination, harassment or retaliation to a Boston Roller Derby volunteer in the first instance. If you are not comfortable doing so, however, please contact the head Photographer so that he can report the incident anonymously on your behalf.

We discourage personal retaliation or victimization of persons who seek to enforce their rights or the provisions of this policy. No action will be taken against you if you report violations in good faith. If a violation is found, Boston Roller Derby will take appropriate remedial action, which may include dismissal from the Event. Disciplinary actions are proportional, so they may vary from a verbal warning to dismissal.