



Campo!

Queer|Pagan|Together

Campo! Behaviour Agreement

Campo! is a non-profit group which exists to organise events and camps throughout the year. We are people of all genders, sexualities and romantic preferences who also embrace pagan beliefs and practices. We honour and respect each person's beliefs and traditions. We respect and look after the land on which we gather. We aim to create a respectful, supportive and friendly atmosphere in all our gatherings.

Everyone at Campo! events/gatherings/virtual groups is expected to participate in this atmosphere, and to facilitate this, everyone is required to follow this behaviour agreement. It applies to all of our organised events and gatherings, as well as all communication channels and virtual activities.

This behaviour agreement applies to everyone involved in Campo! in whatever capacity.

Be nice to each other. Do not insult or act in a derogatory manner. Think about what you say. Remember that sexist, racist, homophobic, transphobic, ableist, ageist and other exclusionary remarks and jokes can be offensive to those around you. Be open to listening, even when you are feeling hurt. Consider that there may have been a misunderstanding.

Harassment is never acceptable. Harassment includes offensive or unwanted comments about (for example) gender, gender identity, sexual orientation, disability, physical appearance including body size, ethnicity or religion, unasked for or unwelcomed pornography in public places, deliberate intimidation, stalking, unwelcomed physical contact and unwelcome sexual attention.

Harassment or other upsetting behaviour should be discussed with the organisers/moderators of the event/gathering/virtual group. All complaints will remain confidential, be taken seriously, investigated and dealt with appropriately.

Any or all of the following could happen:

- A request may be made to change behaviour.
- Help could be offered to resolve a dispute.
- Mediation may be offered.
- An apology may be requested.
- In rare cases someone might be asked to leave the event/gathering/removed from virtual groups and be prohibited from participating in the future.
- In extreme cases, behaviour may be reported to relevant authorities (i.e. if a crime or potential crime has been committed this may be reported to the police).

We aim to keep things friendly and supportive, and we hope asking someone to leave an event/gathering/virtual group is a last resort. However we take everyone's safety and their rights seriously and will act to protect those.

For virtual communications, the moderator(s) are fully empowered to enforce this behaviour agreement for the forum they moderate.

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For gatherings and events, the organising sub-group or individual are fully empowered to enforce this behaviour agreement for that event. The Campo! Organising Group is the only body empowered to exclude an individual from all future Campo! events.

Any decision made by these sub-groups or moderators is final and will be supported by the wider Campo! Organising Group. Sub-groups and moderators should expect to be supported by the wider Campo! community, and are invited to ask for practical, moral or decision-making support if they feel they need this.

If you have any questions about the Campo! behaviour agreement, please send us an email to camp@campocampo.co.uk.

*Campo! Behaviour Agreement: March 2018.
Updated: January 2023.*