

CONSENT & HARASSMENT POLICY

We at Kith & Kink firmly believe in affirmative consent (“Yes means yes”). Do you want to do something to/with someone else? Ask! If they say “Yes!”, you are cleared for fun. Just understand that consent is given on an ongoing basis and can be revoked at ANY time for ANY reason.

Additionally, understand that many of us here at KnK can be shy and anxious, and as such may be unwilling/unable to say no. If a “yes” isn’t given with the type of enthusiasm of a child offered ice cream, you may want to err on the side of assuming the person is NOT giving consent. This may lead to disappointment, but we believe it’s worth it to help keep this a safeR, consent-honoring space for everyone.

Acting without another’s express consent is harassment. You will be subject to penalties up to and including ejection from the event. Inebriation is no excuse. Same standards of behavior apply whether you are sober or under the influence of drugs and/or alcohol.

Our definition of harassment includes, but is not limited to:

- Touching individual(s) sexually **or** non-sexually without their express consent. This does not refer to incidental touch such as breaking someone’s fall or tapping their shoulder to get their attention. However, if someone has asked that you not tap them on the shoulder to get their attention, respect their boundaries.

- Intimidating or threatening individual(s) to socialize with you or become physically involved with you. Examples include repeatedly asking an individual, threatening with verbal or physical violence.
- Repeatedly violating another's personal space, such as repeatedly standing close to an individual who has asked you not to.
- Repeatedly making unwelcome sexually suggestive gestures or comments.
- Stalking or intentionally following other individual(s) without consent.
- Photographing or recording individual(s) without their express consent. This refers to individual(s) who are the subject of a photograph; not to random crowds or individual(s) who happen to enter a frame. However actions like surreptitiously photographing someone (e.g. "upskirt" photos) is inherently harassing.
- Degrading other individual(s) based on their body type, ability, race, ethnicity, country of origin, gender identity or expression, sexual orientation, relationship status, religion, spiritual path, etc.
- Repeatedly and intentionally mis-gendering individual(s).

If you feel your consent has been violated, please approach the nearest Host, to talk privately, with as many details of the incident as you can recall. Hosts will work with you to determine what action(s) are needed to help you feel safer again. Hosts will NEVER reveal your identity without express written permission from yourself.

If you are accused of harassment or consent violations, here is what to expect:

Hosts will contact you to let you know you have a pending investigation against you, along with any details that the victim feels comfortable sharing. While you are under investigation, you will be temporarily unable to attend KnK parties.

Once the investigation is complete, we will determine the severity of the violation, taking into account any previous disciplinary action on your record, and work with the victim to decide fair action to take.

Some possible actions:

Supervised discussion with victim

Warning on invite record

Temporary ban for X parties or X months

Permanent ban

Any permanent bans will also be sent to other local, associated parties or events. You may be contacted by these parties or events or face additional penalties from them related to our findings.

The collective hosts and volunteers of KnK retain the rights to change these policies in the future, or make rulings that supercede posted policy. If such a ruling is made, an explanation for why the exception was made will be provided to involved parties. We want to be creating policies where our actions and reactions grow and adapt to our understanding of how to run this type of space!

Please also see our [KnK Rules Policies!](#)

CURRENT PENALTY SYSTEM

Yellow mark - You may attend, but are not trusted to drink or top anyone. If you earn 2 yellow marks in the same KnK, it becomes a red mark. If you earn 3 yellow marks across multiple KnKs, you start with a yellow mark against you for all further KnKs.

Red mark - Go home as soon as it's safe for you to do so. You are not welcome in the space for the remainder of the event. If you earn a red mark, the next KnK you attend will start out with 1 yellow mark.

Black mark - Go home. You are not welcome back to future events.

In order to remove a permanent yellow mark--or downgrade a black mark to a permanent yellow mark--one must submit a written apology to each person wronged (including us as Hosts), which demonstrates an understanding of what they did wrong, actual contrition, and sincere effort towards restitution, to our collective satisfaction.

They must also not make the same mistakes again at KnK or other parties or events for 6 months.