



Member Responsibilities; Anti-Harassment Policy;

Fostering a Safe and Respectful Craftsman Community Maker Lab

Craftsman Community Maker Labs is committed to creating an environment where everyone feels welcome, valued, and safe. Harassment of any kind is strictly prohibited and will not be tolerated.

What Is Harassment?

Harassment includes any behavior that threatens, intimidates, or demeans another person. This policy applies to all members, guests, and visitors. Examples of harassment include, but are not limited to:

- **Offensive comments** related to race, color, religion, gender, gender identity or expression, age, national origin, physical appearance, language, disability, marital status, educational background, sexual orientation, or military status.
- **Gratuitous sexual or obscene images** or behavior on Craftsman Community Maker Labs premises.
- **Unwelcome physical contact** or sexual attention without consent or after a request to stop.
- **Threats or incitement of violence**, including encouraging self-harm.
- **Deliberate intimidation** through words, gestures, or body language.
- **Stalking** or harassing behavior in person or online.
- **Non-consensual photography or recording**, especially for harassment purposes.
- **Persistent unwanted communication** after requests to stop.
- **Outing sensitive aspects** of someone's identity without their permission.
- **Deliberate misgendering**, including using incorrect pronouns or dead-naming.

Addressing Harassment

1. **If You Do Not Feel Safe:** If you are a victim of harassment and feel uncomfortable, calmly request the harasser to stop their behavior.
2. **Immediate Compliance Expected:** Members and guests asked to cease harassing behavior must comply without delay.
3. **Seeking Help:** If you do not feel safe addressing the issue directly, or if the harassment continues, report the incident to a Craftsman Community Maker Labs officer or a member of the Board of Directors.

Reporting and Consequences

- All reports of harassment will be taken seriously and investigated promptly.
- Any individual found to have engaged in harassing behavior may face disciplinary actions, up to and including removal from the premises, revocation of membership, and, where necessary, legal action.

Commitment to Respect

We are all responsible for maintaining a supportive community where everyone can collaborate and create without fear of harassment. By entering Craftsman Community Maker Labs, you agree to uphold these values and contribute to a respectful, inclusive environment.

Thank you for helping us ensure that Craftsman Community Maker Labs remains a safe and welcoming place for all!