

Pandora's Rose Policy **Standards of Conduct Policy**

Pandora's Rose (PR) welcomes everyone: people of any sex, gender expression or identity, sexual orientation, affectional preference, race, color, religion, marital status, disability, national origin, or background. PR also welcomes people who have an interest in all forms of kink, some of which are popular, some of which are not. PR welcomes all people over age 21 for private events and over age 18 for open events.

The following standards of conduct help ensure everyone feels welcome at PR. To facilitate productive engagement, we ask that you:

- Take responsibility for your own conduct when someone points out problematic behavior and respond appropriately by focusing on the conduct in question. Please remember that it is your behavior that is being addressed, not your intentions and character.
- Try to give people the benefit of the doubt when it comes to minor or unintentional issues.
- Correct minor or unintentional issues in a non-confrontational manner when you initially encounter them.
- If someone unintentionally crosses your boundaries, let them know and give them an opportunity to correct their mistakes before escalating.
- Please let PR board members know about any recurring instances of minor problematic behavior or about single instances of behavior you believe should be addressed by the Board. Be aware of and respect other people's personal, physical, social, and other boundaries.
- Do not encroach on anyone's personal space or monopolize their time.
- As a general rule, do not touch anyone unless you are invited to do so, and do not touch anyone in a sexual or intimate way without explicit consent.
- Do not treat a person who identifies with a particular role (for example, dominant or submissive) as someone who ought to relate to you in that role unless it is agreed upon in advance.
- Do not stare at, objectify, or follow someone around.
- Do not attempt to scene with anyone without both negotiation and permission.
- Outside of scenes, and within scenes unless specifically negotiated otherwise, words have their ordinary meaning — that is, words like “no”, “stop”, or “I am not interested” or “yes”, “keep going” and “I am interested” mean exactly that.
- Anyone asked to stop any unwelcome attention is expected to comply immediately, without question.
- Be clear about your own personal boundaries.
- PR encourages direct, forthright communication.
- If you have an ongoing problem with someone overstepping your boundaries after you have informed them of having done so, please let a Board Member know immediately.
- When setting or maintaining boundaries, be clear and direct with your language. Say what you mean and mean what you say.
- If commonly accepted social behavior intrudes on your personal boundaries, be sure to tell people.
- If someone oversteps your personal boundaries, even unintentionally, tell them.