



INTRODUCTION

The Covenant, ExCo's private, pleasure-centric group, requires that its members exemplify the four core values: Care, Consideration, Consent and Community. It also required members of The Covenant to align with ExCo's moral standards and expectations. The principles of The Covenant, as well as The Rituals, and other governing and guidance documents are incorporated in the Code of Conduct.

The Code of Conduct consists of two parts: **The Code of Ethics**, which states the types of conduct that The Covenant considers acceptable, and the **Disciplinary Action Code**, which sets forth the types of conduct that is unacceptable and the corresponding discipline to be imposed upon any member that engages in prohibited conduct.

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Understanding that each member is responsible for upholding the core values of The Covenant, ExCo expects each member to recognize the importance of Consent Culture, devotion to protecting each member, and commitment to respecting the limits and/or boundaries set by each member. Each member is expected to live up to these ideals by embracing and adhering to the following ethical principles:

- Each member shall respect and receive consent prior to engaging in any act, whether sexual in nature or not, with another member both within The Covenant and outside of this space.
- Each member shall maintain high standards of personal conduct; always keeping in mind the four core values of The Covenant.
- Each member shall respect the privacy and confidentiality within The Covenant maintaining discretion at all times.
- Each member shall treat all persons with the utmost dignity and respect;
- Each member shall exhibit compassionate and courteous behavior toward all persons at all times;
- Each member shall disclose any medical or mental health information prior to any Gathering to ensure the safety of the member, as well as, all other members that will be in attendance.
- Each member shall refrain from the use of cell phones, cameras or any other recording devices during a Gathering;
- Each member agrees that if he or she is found in violation of a Gatherings privacy policy he or she will be removed immediately and could face legal ramifications.
- Each member shall report any negative behavior or violation of our ethos and code of conduct immediately to ExCo's Officers without delay;
- Each member shall refrain from engaging in or tolerating any exploitation or disparaging of members or non-members on any social media platform;
- Each member shall refrain from using their membership in any manner that would be inconsistent with The Covenant's underlying principles;
- Each member shall maintain the confidentiality of all information

- Each member shall maintain the confidentiality of all information deemed as such by The Covenant;
- Each member shall refrain from using The Covenant's seal, including any derivative of its name, its symbols, and other trademarks and service marks, for personal and/or commercial use;
- Each member understands that a background check will be conducted prior to each gathering at no cost to the member. And each member agrees that he or she shall refrain from engaging in any illegal conduct;
- Each member shall submit STI/STD, as well as Covid results 48hrs prior to a Gathering in order to ensure the highest level of safety for each member; and
- Each member shall demonstrate his or her commitment to maintaining a judgement free and safe space for one another;
- Each member shall adhere to the highest levels of hygiene and care when attending Gatherings.

THE DISCIPLINARY ACTION CODE

The Disciplinary Action Code is embodied in the Notice to each member, regarding privilege and responsibilities. And the acknowledgment of rights and responsibilities of Members of The Covenant as well as Experience Covet. It sets forth the types of improper conduct, on the part of members, that are unacceptable and, thus, prohibited. Such improper and unacceptable conduct is subject to sanctions, and could result in the removal from The Covenant, as well as, possible removal from Experience Covet.

Sanctions may be applied by ExCo's administration regardless of if the offense occurred during a Gathering or at another ExCo event. The Disciplinary Action Code clearly defines the types of conduct and activities that constitute a violation of the Code and, thus, are unacceptable and prohibited conduct and activities. The enumerated or listed sanctions are designed to address the consequences of a member, engaging in unacceptable and prohibited conduct. Conduct and activities that violate a state or federal law may result in consequences beyond those written in this Code.

Knowing the difference between effectively managing and resolving conflict versus exercising the Disciplinary Action Code is key to productive interpersonal relationships within The Covenant. When or if instances of interpersonal conflict (e.g. misunderstandings, trigger or trauma responses, ineffective communication, ineffective planning, aftercare needs) that do not need to be escalated as a violation should and can be brought to the attention of an ExCo Officer during a Gathering. Sources of conflict among members that cannot be resolved internally should be handled using the written allegation form found on The Covenant website. Members shall be barred from membership for participating in, and/or failing to report any type of conduct that is deemed unacceptable and in violation of the four core values of The Covenant.

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A member's failure to follow policies and procedures described in this Code of Conduct, can result in disciplinary action being taken against a member.

Disciplinary actions for members may include:

- Reprimand or Warning
- Prohibited from attending Covenant Gatherings and Events
- Removal from The Covenant
- Removal from both The Covenant and Experience Covet

Sexual/Consent Misconduct Policy

- Covenant members must comply with all federal, state, provincial, and local laws related to sexual misconduct. This includes, but is not limited to, sexual violence, sexual harassment, domestic violence, stalking, sexual exploitation, definitions around consent, and creating environments or situations which facilitates sexual misconduct.
- Experience Covet as well as The Covenant recognizes law enforcement officials as the authorities to investigate, adjudicate, and will comply completely in cases of sexual misconduct or consent violations.
- Covenant members will always get consent prior to any play, scene, or sexual encounter with another member during gatherings, and understands that if that consent is revoked he or she will stop immediately.

Allegations

Any member may submit an allegation of misconduct to an ExCo Officer. ExCo Officers include, but are not limited to, our Mental Health coordinator, Administrative Manager, and/or Mediation Coordinator. All allegations/concerns must be submitted in writing to info@experiencecovet.com. They must specify the time, date, circumstances, and witnesses (if applicable) for said allegation.

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Preliminary Inquiry:

- When The Covenant receives an allegation, they will notify the owner of Experience Covet and there will be a preliminary inquiry conducted by both the Mental Health Coordinator as well as Community Manager to determine the facts and circumstances surrounding the allegation. Which will include identifying members aware of the allegations, and assess the validity of the allegations.
- Depending on the allegation, and the information given, law enforcement will be contacted in order to protect both the member(s) as well as The Covenant.
- After receiving an allegation, the member will receive email correspondence in writing within 72 hours letting them know the process has started and/or if it needed to be escalated beyond Experience Covet.
- If it is found that the issue can be resolved within The Covenant, the member(s) will work with both the Mental Health coordinator as well as the Community Manager in working through the complaint. If disciplinary action is taken the member who filed the complaint will not be privy to the action(s) taken, but will instead be given written correspondence letting them know it has been resolved.

Assessing the Preliminary Inquiry

The owner of Experience Covet will assess the results of the preliminary inquiry and determine if a disciplinary hearing is warranted. If a disciplinary hearing is not warranted, the ExCo Officer will notify the member that the case has been resolved. If a disciplinary hearing is warranted, the owner of Experience Covet will either conduct the disciplinary hearing or direct ExCo Officers to conduct the disciplinary hearing.

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Conducting the Disciplinary Hearing

- The Mediation Officer along with the Mental Health Officer will work together to conduct a disciplinary hearing. This committee will investigate all allegations of misconduct/consent violations based on the results of the preliminary inquiry.
- The Mediation Officer will notify all members within the report of the circumstances of the charges against them, and if need be the time, date, and location (or call information if virtual) of the disciplinary hearing.
- The notification will be transmitted in writing and will provide at least seven (7) calendar days' notice of the hearing.
- If more than one member is considered for a disciplinary hearing within the same allegation, each member will receive their own disciplinary hearing.
- The Mediation Officer may request other members attend the disciplinary hearing who may be able to provide information on the charges. No notice is required to request these individuals' presence.

Enacting Discipline

- All disciplinary hearing findings will be submitted to the owner for review and modification or approval of disciplinary action.
- If the disciplinary action includes a recommendation for removal from the Covenant, the owner will instruct the Administrative Officer to begin the process to remove the member.
- If the disciplinary action includes a recommendation for removal from both the Covenant as well as Experience Covet, the Administrative Officer will also handle processing the member off the network completely.

As a coin holder of The Covenant, we expect you to uphold the rules and regulations of this document. As a member of this subgroup of Experience Covet each member understands that, not only is discretion key. But that you will abide by the four pillars, care, consideration, consent, community at all times.

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