

# Denver Bicycle Lobby / Code of Conduct

## Code of Conduct

The Denver Bicycle Lobby is dedicated to providing a harassment-free experience for everyone. We do not tolerate harassment of participants in any form.

The Denver Bicycle Lobby is here to make Denver a better bicycling city, and is unashamedly pro-bike. We are here to help educate folks that are new to cycling advocacy and will answer earnest questions but we won't tolerate pro-car or anti-bike takes. Be helpful and be courteous, we are all learning and advocating together. If you are not a Denver public right of way user (our spaces are not just for residents but anyone that uses our right of way) you may be removed from our online spaces, including but not limited to Slack and Facebook.

This code of conduct applies to all Denver Bicycle Lobby spaces, including but not limited to our Slack team and Facebook Group, both online and off. Anyone who violates this code of conduct may be sanctioned or expelled from these spaces at the discretion of the RESPONSE TEAM.

The RESPONSE TEAM currently consists of Rob Toftness (he/him) and Robbie H (she/her). If you'd like to join the team please reach out.

Some Denver Bicycle Lobby spaces may have additional rules in place, which will be made clearly available to participants. Participants are responsible for knowing and abiding by these rules.

Harassment includes:

- [Bikelash](#), and other car-centric opinions, as well as trying to marginalize people for their pro-cycling views and content.
- Offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, age, race, place/nation of origin, and/or religion.
- Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment.
- Deliberate misgendering or use of "dead" or rejected names.
- Gratuitous or off-topic sexual images or behaviour in spaces where they're not appropriate.

- Physical contact and simulated physical contact (e.g., textual descriptions such as “hug” or “backrub”) without consent or after a request to stop.
- Threats of violence.
- Incitement of violence towards any individual, including encouraging a person to commit suicide or to engage in self-harm.
- Deliberate intimidation.
- Stalking or following.
- Harassing photography or recording, including logging online activity for harassment purposes.
- Sustained disruption of discussion.
- Unwelcome sexual attention.
- Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others.
- Continued one-on-one communication after requests to cease.
- Deliberate “outing” of any aspect of a person’s identity without their consent except as necessary to protect vulnerable people from intentional abuse.
- Publication of non-harassing private communication.

The Denver Bicycle Lobby prioritizes marginalized people’s safety over privileged people’s comfort. RESPONSE TEAM reserves the right not to act on complaints regarding the following: “Reverse”-isms, including “reverse racism,” “reverse sexism,” and “cisphobia”.

## Reporting

If you are being harassed by a member of The Denver Bicycle Lobby, notice that someone else is being harassed, or have any other concerns, please contact the RESPONSE TEAM immediately. If the person who is harassing you is on the team, they will recuse themselves from handling your incident. We will respond as promptly as we can.

This code of conduct applies to Denver Bicycle Lobby spaces, but if you are being harassed by a member of The Denver Bicycle Lobby outside our spaces, we still want to know about it. We will take all good-faith reports of harassment by Denver Bicycle Lobby members seriously. This includes harassment outside our spaces and harassment that took place at any point in time. The RESPONSE TEAM reserves the right to exclude people from The Denver Bicycle Lobby based on their past behavior, including behavior outside Denver Bicycle Lobby spaces and behavior towards people who are not in The Denver Bicycle Lobby.

In order to protect volunteers from abuse and burnout, we reserve the right to reject any report we believe to have been made in bad faith. Reports intended to silence legitimate criticism may be deleted without response.

We will respect confidentiality requests for the purpose of protecting victims of abuse. At our discretion, we may publicly name a person about whom we've received harassment complaints, or privately warn third parties about them, if we believe that doing so will increase the safety of Denver Bicycle Lobby members or the general public. We will not name harassment victims without their affirmative consent.

You can report violations in the following ways:

- Email our RESPONSE TEAM at [COC@dbl.bike](mailto:COC@dbl.bike)
- Direct message @RobbieH, @NoSquish in the Denver Bicycle Lobby Slack workspace
- On Facebook, click the Report Comment to Group Admins and the RESPONSE TEAM will be notified.

## Consequences

Participants asked to stop any harassing behavior are expected to comply immediately.

If a participant engages in harassing behavior, RESPONSE TEAM may take any action they deem appropriate, up to and including expulsion from all Denver Bicycle Lobby spaces and identification of the participant as a harasser to other Denver Bicycle Lobby members or the general public.

## License and attribution

This policy is licensed under the [Creative Commons Zero license](#). It is “public domain”, “no credit and no open licensing of your version is required”.

This anti-harassment policy is based on [the example policy from the Geek Feminism wiki](#), created by the Geek Feminism community.