

Houston Oasis Code of Conduct

I. Purpose

Houston Oasis is a community of compassion and reason that seeks to create a safe and welcoming environment for freethinkers to celebrate the human experience in a positive way. We are grateful to all who participate in the activities of our community and contribute towards its variety of functions. This Code is intended to promote ethical conduct and define the expectations for participation in order to foster the healthy administration of our community. Houston Oasis welcomes all who embrace our Core Values, and abide by this Code of Conduct.

II. Core Values

At Houston Oasis, we think:

People are more important than beliefs.
Reality is known through reason.
Meaning comes from making a difference.
Human hands solve human problems.
Be accepting and be accepted.

III. Scope

This policy applies to all participants and organizers at official Houston Oasis events. The board also reserves the right to act on any information that may pertain to the safety of Houston Oasis events.

IV. Rules and Expectations

A. Harassment

Houston Oasis strives for a community of ethical conduct where people are treated with kindness and compassion. To protect the community and promote a positive experience, Houston Oasis prohibits harassment, including, but not limited to, physical violent behavior, sexual harassment, name-calling, abusive language, insinuation, innuendo, and bullying of any kind.

B. Discrimination

Houston Oasis seeks to create a welcoming environment where diversity is a valued. Therefore, Houston Oasis prohibits discrimination, including, but not limited to, race, national origin, citizenship, gender, gender identity, gender presentation, sexual orientation, body size, appearance, disability, age, pregnancy, or religion.

C. Disruptive Behavior

It is important to Houston Oasis that its events are safe and participants are comfortable. Any generally disruptive behavior that causes concern, discomfort, or mental anguish to participants, or distracts the organization from its activities is prohibited. This includes misuse or

mistreatment of Houston Oasis property or the property of any venue hosting Houston Oasis events.

D. Privacy

Some participants prefer for their involvement with Houston Oasis to remain private, and we respect their wishes. Therefore, it is prohibited to disclose the involvement of a participant outside of Oasis without the permission of that participant.

E. Solicitation

Houston Oasis prohibits solicitation from participants without prior approval from the Board of Directors.

F. Illegal Activity

Houston Oasis abides by all local, state, and federal laws and reserves the right to notify the appropriate law enforcement authorities of any potential violations of law.

G. The Board of Directors reserves the right to prohibit any other behavior it deems inappropriate or disruptive.

V. Reporting Violations

If you have observed any violations of this policy, even if prohibited conduct is not directed at you, please notify the Board of Directors immediately. The Board can be reached at board@houstonoasis.org.

VI. Determination of a Rules Violation

Determination of a rules violation will be at the sole discretion of the Board of Directors. At events when a Board Member is not present, the organizers/hosts have authority to enforce this policy.

VII. Adjudication

In the event of a policy violation, the following actions may be taken:

1. Warn the participant
2. Ask the participant to leave the event
3. Exclude the participant from future Oasis events

Violators will be appropriately notified. In order to ensure the safety of Houston Oasis events, law enforcement will be notified of violators who do not comply with adjudication and cause disruption to our events.

Thank you for taking the time to review this Code of Conduct. It is important to Houston Oasis that participants have a safe and positive experience. Defining these expectations and encouraging ethical conduct ensures that Houston Oasis will always be a healthy community of compassion and reason.