

Inventor Forge Conduct & Safety Policy

Inventor Forge is an inclusive environment that attracts many Members with varied and diverse backgrounds. Inventor Forge is committed to maintaining a safe, friendly, respectful, inclusive, and collaborative environment where all individuals can learn, create, and participate without fear of violence, harassment, victimization, or discrimination.

This policy establishes standards of conduct for all Members, guests, volunteers, instructors, and visitors at the Inventor Forge.

Scope

This policy applies to:

- All Inventor Forge facilities and property
- Classes, workshops, meetings, and events
- Online forums, communication channels, and social media associated with Inventor Forge
- Conduct occurring offsite when representing Inventor Forge or participating in sponsored activities

General Expectations

All Members are expected to:

- Treat others with dignity, courtesy, and respect
- Follow safety procedures and staff instructions
- Use equipment responsibly
- Promote an inclusive and welcoming environment
- Report unsafe or inappropriate behavior promptly

Prohibited Conduct

1. Violence and Threatening Behavior

Inventor Forge has zero tolerance for violence or threats of violence.

Prohibited conduct includes:

- Physical assault or attempted assault
- Threats of bodily harm
- Intimidation or aggressive behavior
- Destruction of property intended to intimidate or harm
- Possession of weapons where prohibited by law or Inventor Forge Rules and Policies
- Any conduct that causes another person to fear for their safety

Any immediate threat or violent incident may result in removal from the premises, suspension or termination of Membership, and referral to law enforcement.

2. Harassment (May occur in person, in writing, electronically, or through social media)

Harassment of any kind is strictly prohibited.

Harassment includes unwelcome conduct that creates an intimidating, hostile, or offensive environment, including:

- Verbal abuse, insults, or slurs
- Posting or threatening to post other people's personally identifying information ("doxing").
- Offensive jokes or comments
- Repeated unwanted contact or attention
- Sexual harassment, including unwelcome sexual advances or comments
- Display or sharing of offensive materials including but not limited to sexually explicit or violent material
- Online harassment through Inventor Forge communication channels
- Bullying, stalking, or intimidation

3. Discrimination

Discriminatory conduct includes denying participation, unequal treatment, exclusion, derogatory remarks, or biased decision-making based on protected characteristics.

Inventor Forge prohibits discrimination based on any protected characteristic under applicable law, including but not limited to:

- | | | |
|------------|---------------------------------|--------------|
| • Race | • Sexual orientation | • Age |
| • Color | • Gender identity or expression | • Disability |
| • Religion | | |
| • Sex | • National origin | |

4. Victimization and Retaliation

Retaliation against any individual who reports misconduct, participates in an investigation, or supports another person's complaint is strictly prohibited.

Victimization includes:

- Threatening or punishing someone for making a report
- Social or professional exclusion
- Intimidation or harassment after a complaint
- Retaliatory removal of privileges or opportunities

False or malicious accusations made in bad faith may also result in disciplinary action.

5. Inappropriate or Unauthorized Tool Usage

Well maintained and properly function tools and equipment are the corner stones of the Forge's mission. Properly functioning tools are required to allow Members to make the most of their experience while at the Forge.

The actions outlined below have negative impacts on our tools and have been deemed in violation of our Safety Standards

- Using designated tools without being properly trained and certified
- Using tools in a manner that is deemed reckless or dangerous
- Using tools while under the influence of Alcohol and Drugs

Level of Infraction – Level 2