

Code of Conduct

Seventh-day Adventist Kinship International provides a safe spiritual and social community to lesbian, gay, bisexual, transgender and intersex current and former Seventh-day Adventists, their families, and those who support them. SDA Kinship is committed to providing a safe and welcoming space, without regard to age, gender, race, ethnicity, nationality, sexual orientation, gender identity, gender expression, mental or physical disability, physical appearance, neuro(a)typicality, religion, level of knowledge, level of experience, parental status, marital status, socioeconomic status or background, political affiliation, or any other attribute.

The leadership of SDA Kinship shares the responsibility of enforcing these policies as necessary to maintain an open and welcoming environment. Leadership includes

- a. SDA Kinship's Board of Directors
- b. Regional Coordinators/Chapters Coordinators
- c. Persons assisting SDA Kinship in Outreach Programs
- d. Anyone representing SDA Kinship or hosting an official SDA Kinship event

Applicability

This code of conduct serves to ensure that everybody and anybody who chooses to participate is able to do so, and applies to all official SDA Kinship events. Further, it applies to online activities related to SDA Kinship, including emails and postings on Facebook, WhatsApp, Slack, and Yahoo Groups.

This policy applies to all Members of SDA Kinship, including:

- SDA Kinship's Board of Directors
- Regional Coordinators/Chapters Coordinators
- Persons assisting SDA Kinship in Outreach Programs
- General Membership

Principles

Do Not Harass

Harassment is any unwelcome or hostile behavior towards another person for any reason. This includes, but is not limited to, offensive verbal comments related to personal characteristics or choices, sexual images or comments, deliberate intimidation, bullying, stalking, following, harassing photography or recording, sustained disruption of discussion or events,

nonconsensual publication of private comments, inappropriate physical contact, or unwelcome sexual attention. Conduct need not be intentional to be harassment.

SDA Kinship will not tolerate such behavior.

Protect Member's Confidentiality

SDA Kinship's focus is to create a safe community, specifically for our LGBTQ+ members. Some members may be questioning their orientation and starting their personal journey of self-discovery and may not be "out". Members may still be married to an opposite gendered spouse. Other members may be out to close friends or family, but not their church. Other members work in SDA or other religious institutions or places where they can be fired if their sexuality is discovered.

1. Ask before sharing information from a private conversation or SDA Kinship discussion
2. Ask before taking or sharing any pictures taken during SDA Kinship events.

Respect the Opinions and Journeys of Others

The SDA Kinship community is designed as a place for people of all background and beliefs. Our members fall along all the spectrums of gender, sexual orientation, age and spirituality. We do not expect conformity to certain beliefs, or that everybody will share the same opinion. However, we do expect that disagreement is done respectfully.

When sharing your opinion/belief/understanding about an issue, be sure to speak from your own experience, and not judge/shame or talk about someone else.

Procedures

Making a Report

If you are unable to resolve the issue, or are uncomfortable doing so, you should contact a Board Member, Coordinator, Event host or the SDA Kinship Office, either in person or electronically. SDA Kinship leaders agree to keep information shared in association with a Code of Conduct violation private, and may reveal it only with the approval of the affected person(s).

Email Info@sdakinship.org.. Please be aware that emails are checked frequently, but may not be seen immediately.

When making a report, the following information is useful, but not required:

- Who violated the Code of Conduct?
- Where and when did the violation occur?
- What happened?

- Who may have witnessed the violation?
- Who are you?

Outcomes

SDA Kinship leaders agree to treat all violations impartially, and will strive to apply this code of conduct consistently. In situations where this may not be possible due to personal or business relationships, leaders shall refer the violation report to another appropriate decision-maker with the approval of the affected person(s).

Leadership may take any appropriate action, including expulsion and a ban from future events, to resolve a violation of this code of conduct. In the event of gray areas, precedence will be given to the target of the conduct.