



HARMFUL LANGUAGE POLICY

Lady Boss Collective (LBC) is committed to ensuring that it is a welcoming and safe environment for every Member. Our Harmful Language Policy ensures that Members can feel confident that they will not be harassed or denigrated while participating in LBC activities.

Policy Overview

- LBC is an organization that welcomes women of diverse backgrounds and experiences.
- All LBC members are prohibited from engaging in activities that create an environment in which any person feels unsafe or targeted.

Prohibited Activities Include:

- Language that promotes violence against, directly attack and/or threaten other people (regardless of LBC membership) based on race, ethnicity, national origin, sexual orientation, gender, gender identity, religious affiliation, age, disability, or serious disease.
- Sharing/distributing hateful images or symbols that promote violence and/or malice against any group or individual.
- Content that wishes, hopes, promotes or expresses a desire for death, serious and lasting bodily harm, or serious disease against a person or group of people.
- Targeting individuals with content intended to incite fear or spread fearful stereotypes about an individual or group of people.
- Repeated use of slurs, epithets, racist and sexual tropes or other content that denigrates others.

Reporting

- If you see/hear something that violates this policy while participating in an LBC activity, please report it immediately by sending an email to Michelle Calcagni.
- Please note that you do not have to be the target of the harmful speech to report it.

Consequences

- We will review the incident and will take action up to and including revoking membership for anyone who violates this policy.
- We have a zero tolerance against violent threats against an identifiable target and will not hesitate to take action, including reporting it to relevant authorities.