

CHAT CODE OF CONDUCT

The MiH-PaH organization encourages membership and community members to connect on a regular basis and remain active and involved within the Colorado Pets & Handlers scene. Respect for the diversity of our community and inclusion of all participants is a core principle that guides our organization, and the subsequent Code of Conduct reflects those values. Participating in the chat acts as an acknowledgement that you will adhere to the following:

1. **Keep it SFW** - This is a Safe for Work chat. That means No explicit sexual content, imagery and language. No nudity or overtly suggestive media that may evoke eroticism. If you would like to share these materials, spaces exist for that purpose, it is up to you to find those spaces.
2. **Respect Others** - Be kind, patient and inclusive. Use correct names and pronouns. Do not harass, bully or intentionally provoke others, consent matters in conversation, too. Avoid assumptions about identities, roles and dynamics, and respect who/what others identify as.
3. **Engage Constructively** - Keep debates civil and focus on ideas, not individuals. No name calling, tone-policing or gatekeeping. If someone, including members not engaged in the topic, asks for a topic change, honor it.
4. **Embrace Diversity** - MiH-PaH is proudly inclusive. We welcome people of all genders, sexualities, races, body types and experience levels within this community. Discrimination of any kind will not be tolerated.
5. **No Promotion Without Permission** - Don't post event promos, links, GoFundMes, etc. Self promotion should be rare, relevant and respectful (i.e self "glazing", the act of using the chat as your own personal audience). MiH-PaH has dedicated spaces for event promotion. If you would like for your event to be promoted, please reach out to a board member or mod and they will post on your behalf. Otherwise, the **Spaces by MiH-PaH** companion chat includes a thread to post events, listed as **"Upcoming Events"**. A link to the Spaces by MiH-PaH chat may be found within the MiH-PaH chat(s).

6. **Keep the Chat Tidy** - Stay on topic within each channel, don't spam (including stickers and rapid fire messaging) and avoid flooding the chat.
7. **Follow Mod Guidance** - Mods are here to support and not police. If they give you a nudge, take it in good faith. The MiH-PaH board fully backs and endorses its mods to make decisions relating to chat moderation, provided those decisions are credible. As always, mods and Board members are here to answer any questions. When in doubt, reach out!
8. **Report Issues** - It is just as much your responsibility to be on the lookout as it is the mod's and Board's responsibility, so please report any issues you see. You may do so by reaching out directly to a mod or board member.

THE THREE C's OF POSTING CONTENT

Before posting content, or when you aren't sure your content is appropriate for posting, ask yourself if it follows the guidelines of the Three C's: Content, Context and Consequence

Content: *What exactly is being said or posted?*

- Mentions of gray zone material such as "I love marking territory when in the wild" or "Wore some gear under my clothes to work today" are generally okay, but have the potential to devolve into a more NSFW conversation. When things get graphic, glorifying, or fetishy, it stops being SFW and starts to drift. Please be mindful of what dialogue your content generates.

Context: *How will what I post be received?*

- Even if something seems harmless, if the convo shifts into jokes or reactions that take it further, it can change the vibe. If someone seems uncomfortable or the tone feels off, it's probably time to reel it in. A comment like "Next time, save the tree and pee on me" has now shifted the conversation towards NSFW and it may be time for you as the original poster, commenter or mod to step in

Consequence: *What message does this send?*

- Our goal is to keep this a space people can scroll through at work, in public, or around family. So we think ahead, "will this invite spicier responses? Will other members be turned off by this? If the answer is yes, we'll likely step in to redirect things, gently and respectfully. Even better if you're able to wrangle in the conversation yourself.

Our moderators follow the Three C's as part of their judgement process, and if they give you a nudge, they will refer to what C was violated. To save everyone the trouble and get back to the fun, consider self-regulation and exploration of intention before posting.