

Conflict Resolution Policy

Sydney Leather Men Inc. (SLM)

At Sydney Leather Men Inc. (SLM), we are dedicated to fostering a safe, respectful, and inclusive community where all members and attendees can fully enjoy our events and activities. This Conflict Resolution Policy emphasises each person's responsibility to take necessary actions to ensure their behaviour does not negatively impact others.

Key Principles

Personal Responsibility:

Every member and attendee is expected to actively manage their behaviour and emotions, ensuring they do not cause disruption, discomfort, or harm to others within the community.

Respect and Inclusion:

Treat everyone with respect, tolerance, and consideration, regardless of differences in opinion, background, or identity. Our diversity is our strength.

Zero Tolerance for Bullying and Harassment:

Bullying, harassment, spreading rumours, gossiping, or any form of demeaning behaviour towards others is strictly prohibited.

Non-Violence:

Physical threats, intimidation, or violence of any kind will not be tolerated. Such actions may lead to immediate removal from events or suspension of membership.

Conflict Resolution Process

1. Take Responsibility to De-escalate:

If you find yourself involved in or witnessing conflict, take prompt and mindful steps to prevent escalation. Maintain composure and avoid actions or words that might inflame the situation.

2. Stay Calm and Respectful:

Communicate in a calm, respectful manner. Manage your emotions so that you do not disrupt the event or other attendees' experience.

3. Practice Active Listening:

Allow all parties to express their views without interruption or judgment. Strive to understand different perspectives fully before responding.

4. Engage in Constructive Dialogue:

Focus on finding mutually agreeable solutions rather than placing blame. Use open, honest, and solution-focused communication.

5. Seek Mediation if Needed:

If the conflict cannot be resolved amicably, contact SLM Inc. Committee members to arrange neutral third-party mediation.

6. Follow Up:

Ensure any agreed resolutions are maintained and that all parties feel their concerns have been addressed.

Reporting and Enforcement

If you experience or witness behaviour that breaches this policy, please report it confidentially to the SLM Inc. Committee by emailing committee@sydneyleathermen.com with a clear account of the incident.

All reports will be handled with discretion and investigated promptly. Appropriate action will be taken to protect the safety and wellbeing of the community.

Conclusion

By embracing **personal responsibility** and adhering to this conflict resolution approach, we can uphold a positive, welcoming environment at SLM where everyone feels safe, respected, and valued.

Thank you for your commitment to maintaining our community standards.