

## **Participation Policy for Sydney Leather Men Incorporated (SLM Inc.)**

At SLM Inc., we are dedicated to creating safe environments for those who, through **self-affirmed identity**, identify as male or feel aligned within the spectrum of male identity and the spirit of **being a Leatherman**. We are a safe space committed to building community, one connection at a time.

We offer safe spaces to connect, socialise, build friendships, and experience a sense of belonging and support with likeminded individuals in spaces often referred to as 'Affinity Spaces'.

### **Who We Welcome:**

- Cisgender Men: Individuals who identify with the gender they were assigned and/or presumed at birth.
- Transgender Men: Individuals who identify as male, regardless of their assigned and/or presumed sex at birth. We fully support and affirm the identities of transgender men within our community. We do not police what defines a trans man and fully respect and value body autonomy.
- Non-Binary & Queer Persons: We welcome non-binary and queer identifying individuals who feel a connection to the leather community and an affinity within the spectrum of male identity and the spirit of **being a Leatherman**. We recognise and respect the uniqueness of everyone's gender identity and expression.

Whilst the name of our organisation includes the word "men", we recognise this is a construct and term some may or may not identify with. We respect each person's unique identity and that not all will feel comfortable with this language or feel a natural sense of ease in our environment. Please feel welcome to reach out to us at any time if you have any questions about SLM, its participants and spaces or for referral to more appropriate spaces.

### **SLM Inc - Our Commitment:**

- Participation: We strive to create an environment where all members feel valued, respected, and included, regardless of their gender identity or expression in line with those we welcome.
- Respect: We respect everyone's right to self-identify and express their gender in a manner that is authentic to them.
- Sex Positive: At SLM, we provide spaces that are primarily about socialising and bonding. However, we are also a sex-positive club, meaning that members are safe and encouraged to openly discuss and express their sexuality and experiences. It's important to note that being sex-positive doesn't imply engaging in sexual activities at our social events. We also have a strong focus on consent, and this includes, but is not limited to, unwanted touch or interactions at SLM settings in person and/or online.
- Awareness: We are committed to the ongoing awareness and evolution of our participation policy and efforts to promote understanding and acceptance of the variety of gender identities and expressions within our community. To learn more about gender identity and being a positive ally, please check out <https://www.transhub.org.au/101>

### **How You Can Help and What's Expected of You:**

- Respect: Please respect the gender identities and expressions of all members within our SLM community. Adherence to the Code of Conduct is essential, and more specifically, kink/fetish shaming, or any type of discrimination will not be tolerated.
- Language: Use positive language and avoid making assumptions about someone's gender identity or expression, we encourage the use of people's names which not only make interactions more personal but may avoid potential embarrassment when using an incorrect gender identity or pronoun. If you are unsure of a person's pronouns, you can politely ask. If you make a mistake, quickly correct yourself and move on. See this for more information about pronouns and their value: <https://www.transhub.org.au/101/pronouns>
- Support: Offer support and solidarity to all members of our community, regardless of their gender identity or expression.

- Feedback: Provide feedback and suggestions for how we can further improve our efforts and ensure that all members feel welcome and valued. We encourage the understanding and use of our Conflict Resolution policy where applicable. By embracing variety, we can create a stronger, more united community where all individuals feel empowered to be their authentic selves, something that SLM values highly.

Thank you for your commitment to fostering a culture of community participation within SLM Inc.

*SLM Acknowledges this policy was initially written in 2024 with the support of trans community leaders Zac Cannell and Morgan Rogers from Adelaide leather and fetish community who were both Australian titleholders. In 2025 it was renamed from Inclusion Policy to Participation Policy, and some wording modification took place in line with community feedback*

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