

Beyond Impact Community Guidelines

At Tides Advocacy, we believe in the power of community. As such, we are committed to providing an **inclusive, confidential and harassment-free experience** for participants at all of our events.

We encourage the open exchange of ideas and require an environment that recognizes the inherent worth of every person and group. While attending Tides Advocacy events and engaging in our virtual platforms (i.e., Slack, Zoom), any participants should not engage in harassment in any form.

EXPECTED BEHAVIOR

1. Be kind, considerate, respectful, and collaborative.
2. Refrain from demeaning, discriminatory or harassing behavior and speech.
3. Comply with local, state, and federal laws.
4. Alert event staff if you notice a dangerous situation or someone in distress.

UNACCEPTABLE BEHAVIOR

Harassment will not be tolerated in any form, including but not limited to harassment based on gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion or any other status. Harassment includes the use of abusive, offensive, or degrading language, intimidation, stalking, harassing photography or recording, sexual imagery and unwelcome sexual advances or requests for sexual favors. Participants asked to stop any harassing behavior are expected to comply immediately. Anyone who witnesses or is subjected to unacceptable behavior should notify a conference organizer at once (see instructions below).

We reserve the right to mute or remove any attendees who participate in harassing or any otherwise unacceptable behavior.

Compliance Reminder

We have individuals who represent organizations that will be running political independent expenditures and others who will be working directly with candidates. **As such it is important that no information related to election activity is shared by the presenters or those asking questions that has not already been publicly disseminated.** This is because it violates the coordinated and independent expenditure firewall.

Media Release

By participating in this event, you give permission and authorize Tides Advocacy to videotape, audiotape, photograph, record, edit, or otherwise reproduce your image, and to use it in the formats and for the purpose of being used and distributed in various formats by Tides Advocacy for educational, public awareness and/or humanitarian objectives, including, but not limited to, classroom, television, Internet (including webcasts, content postings, and podcasts), and any other communication medium currently existing or later created.

Social Media

We recognize that contributing to online communities and conversations through blogging, tweeting, or participating in social media can be a good way to amplify our impact. **Due to the sensitive nature of session topics, we ask that there be no social media posting during and about the plenaries.** If you are interested in posting comments on social media pages during a breakout session, please be sure to get explicit approval from the presenter.

Note to 501(c)(3) Participants

Beyond Impact is designed for 501(c)(4) organizations and may contain some partisan political activity, which are attempts to influence an election. 501(c)(3) organizations cannot engage in partisan political activity. If you attend any sessions containing partisan political activity, please attend these in your personal capacity, and not as a representative of your 501(c)(3) organization.

No Solicitation Policy

Tides Advocacy maintains a no-solicitation policy covering all of its conferences, meetings, webinars and other events. In order to provide a safe, creative environment for attendees, we ask that you refrain from making solicitations of any kind during the event, both from funders and advocacy groups. This includes asking for business, soliciting fund management services, distributing grant proposals, or requesting grant funding. We encourage participants to connect on strategy and common needs, and build new relationships.

If you have a complaint or concern about any behavior that violates the Beyond Impact Community Guidelines, we encourage you to contact our team at TAevents@tides.org.