

Pleasurable's COVID-19 Mitigation Policy and Contingency Plan

Our COVID-19 mitigation plan is to remain remote indefinitely by creating, hosting, and presenting our project entirely online.

For the foreseeable future, as Pleasurable we will continue to not work in-person via conferences, seminars, training sessions, and other events. We will continue to meet virtually and communicate via virtual tools.

Pleasurable will not be officially represented at in-person events unless those events are practicing disability justice by requiring proof of full vaccination, social distancing, the correct wearing of masks, and the provision of hand sanitizer, Corsi-Rosenthal Boxes or HEPA-grade air cleaning systems for indoor events, natural ventilation when possible, and upgraded HVAC systems.” Because if the most impacted (in this case, high-risk or immunocompromised folks) cannot be fully included, it's not disability justice. Because we also have members with different risk variables, we have members who attend in-person environments and facilitate virtual connections on site. Any in-person involvement is done independently of the official representation of Pleasurable. Using specific language, we will have an official blurb that we will all use to explain why our representation at an event is personal and not as Pleasurable.

Additionally, COVID mitigation will be addressed in applicable videos and accompanying materials. Topics addressed will include COVID and dating and COVID and in-person events.

Due to differing immunity levels among both people who share disabled identity and among the Pleasurable team, we have come up with contingency plans that address adaptation to changing circumstances, including that of the pandemic.

Regarding the pandemic, we will remain 100% remote for the indefinite future. Both the work on this project and the final product are completely virtual.

If someone on the Pleasurable team (or someone we live with/ provide caregiving for) gets a bad case of COVID or becomes severely impaired by long COVID/post-viral syndrome (or any other illness, climate disasters, and other things beyond our control), and thus becomes unavailable, we will...

- Abide by an agreement on what we prioritize weekly/monthly/indefinitely.
- Aim to maintain the pre-established bare minimum of our operating level. Beyond the bare minimum, we will also prioritize tasks to adapt to the fluidity of circumstances. When something comes up that would cause a delay, always ask: What can we push to the next month, and what is time sensitive and urgent? – so that certain things are prioritized. For now, we are using the Master List method of task management and goal establishment. As circumstances change, this method may change.

- Continue to put in extra effort when there is extra energy, we aim for a sustainable pace as well as maintain a repository of social media posts, so the material is available to keep posting if capacity becomes limited.
- In dynamic situations such if someone on our team cannot continue to work on the project, other team members assist with filling different roles according to their capacity.
- Everyone on the team receives or will receive training/onboarding for multiple tasks, which creates the ability to step up/step in when possible. By continuing to keep detailed agendas and other notes, we provide each other with extra support in our ability to adapt.
- We model our organization of community and mutual support based initiatives on workers cooperatives. We all strive to make our organization accessible to each other. We have some great words about this in our values statement which can be found here: [URL](#).
- We will continue to maintain open communications about time away, abilities, expectations, and boundaries relating to work x life x health balance. We will continue to practice personal transparency and group communication to help cover lost labor if any of our team becomes ill or otherwise affected by Covid. We have a communication plan that outlines expectations and alternatives for involvement in Pleasurable due to unforeseen circumstances.

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