



# BUFFALO FIELD CAMPAIGN

*"Protecting the Last Wild Bison"*

## **Buffalo Field Campaign Behavioral Policies**

These policies apply to all people formally associated with Buffalo Field Campaign (BFC), regardless of capacity, location, or circumstances.

### **Anti-Oppression**

BFC is actively dedicated to creating a safe, welcoming, and empowering space for all volunteers, visitors, and staff, and we are committed to ending all forms of oppression within our community. We welcome people from all over the world and all walks of life to join us in protecting wild bison and their habitat.

We do not tolerate discriminatory, abusive, or oppressive behavior of any kind. This includes, but is not limited to: physical or sexual assault; verbal abuse including unsupportive commentary about dietary needs or preferences; sexual harassment; the use of racist, sexist, homophobic, or other oppressive language; bullying; and all forms of discrimination on the basis of race, sex, class, gender, religion, sexual orientation, age, nationality, physical ability, ethnicity, ability, activist experience or lack thereof, parenthood, health status, employment status, immigration status, level of education, veteran status, physical appearance, etc.

If such behavior occurs, BFC leadership will take appropriate action. We strive to ensure that everyone who walks through our door is treated with respect.

### **Nonviolence**

BFC is committed to nonviolence and has a zero tolerance policy for physical, sexual, and verbal violence. If anyone threatens violence or commits physical or sexual assault or abuse, the police will be notified and the offender will be required to leave the campaign immediately.

### **Sexual Harassment**

Sexual harassment will not be tolerated at BFC. This includes, but is not limited to: unwanted flirting, touching, and/or sexual advances; expectation of sexual favors in exchange for a benefit such as getting or keeping a job; crude, degrading, or unwanted

sexual comments, propositions, jokes, innuendos, and slurs; stalking, staring, and other unwanted sexual or potentially sexual attention; display of pornographic material; etc. If you are unsure whether something might be considered sexual harassment, simply don't do it! Understand that clear verbal consent is paramount in all interactions and relationships. If you feel you have been sexually harassed and do not want to confront the perpetrator directly, please bring the issue to the campaign coordinator or to another coordinator or volunteer with whom you feel comfortable. We will make every effort to address the situation in a way that feels appropriate to the person who has been harassed. In most minor cases, the perpetrator will be given a warning and an opportunity to change his or her behavior. If there is a second offense, the perpetrator will be required to leave the campaign. Anyone who commits an illegal act will be reported to police and be required to leave immediately.

### **Verbal Abuse, Bullying, and Oppressive Language**

BFC will not tolerate verbal abuse, hate speech, or bullying of any kind, and we will not tolerate the use of oppressive language, including but not limited to racist, sexist, homophobic, or other oppressive jokes, stereotypes, slurs, comments, etc. If you feel you have been verbally abused, bullied, demeaned or degraded, or made to feel uncomfortable or unsafe due to the use of oppressive language and do not want to confront the perpetrator directly, please bring the issue to the campaign coordinator or to another coordinator or volunteer with whom you feel comfortable. We will make every effort to address the situation in a way that feels appropriate to the person who has been abused. In minor cases, the perpetrator may be given a warning and an opportunity to change her or his behavior. More serious offenses, and any second offenses, will result in the perpetrator being required to leave BFC.

### **Conflict Resolution and Mediation**

We at BFC understand that conflict is inevitable in any community, and we strive to resolve our disputes in a way that is reasonable and fair to all parties involved. We encourage all of our volunteers to develop conflict resolution, mediation, and nonviolent communication skills, and to fully participate in making this a safer space for everyone. We realize that misunderstandings can occur, and that even the most well-intentioned actions can have unintended consequences. Because we come from so many different backgrounds, it is not always clear what is acceptable and what is offensive.

Whenever possible, people should be given the opportunity to reconcile differences, change problematic behaviors, and make amends so that we can learn from our experiences and grow as human beings. In order to properly execute and sustain this buffalo protection work, however, we need to open our minds and be receptive to constructive criticism rather than becoming defensive when identified as exhibiting inappropriate behavior. There must be a willingness to apologize, admit wrong, compromise when appropriate, and try to see the other person's point of view.

Our coordinators as well as a number of our long-term volunteers have an open-door policy and are available if you need someone to talk to, have questions, or want help mediating a conflict. A list of people who can assist you is posted in the main cabin. It is important when choosing a mediator to choose someone who is not involved in the conflict, is capable of being impartial, and with whom all parties feel comfortable. If a conflict cannot be resolved after several attempts at mediation, the issue will be raised and discussed at a meeting of coordinators and/or volunteers. A consensus process will then be used to work towards an acceptable solution.

**I agree to abide by all of these Buffalo Field Campaign Behavioral Policies, as outlined above, for as long as I am involved with BFC.**

Printed Name \_\_\_\_\_

Signature \_\_\_\_\_