

# Code of Conduct

Capital Confectioners and all of our events - including the That Takes the Cake! Sugar Arts Show - prides itself on being a warm, welcoming, harassment-free, safe space for sugar arts enthusiasts from all walks of life. All ages, all abilities, all races, all faiths/non-faiths, all genders (including LGBTQ folks), and everyone from around the world with all manner of citizenships are welcome at our club meetings, our classes, and our shows.

Capital Confectioners seeks to set a standard for modern inclusivity and diversity at all of our events, and to be an industry leader in best practices towards those goals. As part of this, we strive to protect our brand from those who engage in inappropriate behavior and/or inappropriate speech across all events and media, including social media.

With that in mind we have issued this Code of Conduct to not only give us a framework of what to do should a member or show attendee act inappropriately, but as a clear signal to all of those who may feel nervous as part of an under-privileged group that we are striving to do all that we can to welcome kindness and keep out hate.

## Scope

This Code of Conduct shall be the first and foremost guide to participation in any of our meetings, our annual show (That Takes the Cake!), our annual Day of Sharing, and any other event run by Capital Confectioners. Examples of situations listed are for reference only and do not limit the scope of application of this code.

## Oversight

Capital Confectioners, through its annually member-elected Board of Directors, shall have full power to interpret and enforce all aspects of the Code of Conduct contained herein. Capital Confectioners reserves the right to deny membership, the right to participate in our meetings or any of our events, to restrict access to, and/or to remove any participant from any meeting or event for any infraction or non-compliance with this Code of Conduct.

## Unacceptable Behavior

Unacceptable behaviors include (but are not limited to): intimidating, harassing, abusive, discriminatory, derogatory, or demeaning conduct of any kind towards any other participant or as part of generalized statements. Harassment includes (but is not limited to): inappropriately sexual comments, stalking, inappropriate photography or recording, inappropriate physical contact, or any other pattern of behavior designed to frighten or dominate other participants. Anybody asked to stop any of these behaviors is expected to comply immediately.

Obviously in a competitive, judged show environment, there will be comments both praising and criticizing entries, and instructors sometimes have to make critical comments in order for students to realize mistakes and learn. Capital Confectioners works to ensure our judges and instructors are professionals who provide constructive criticism meant to uplift, never to deride. We understand that in

the heat of competition emotions run high, but we expect all participants to maintain a professional level of decorum. Capital Confectioners will not tolerate abusive, badgering, baiting, or other inappropriate comments from any participant towards any other participant. Competitors are expected to take criticism as the positive instruction that it is meant and behave appropriately towards judges at all times. If a competitor feels that something written on a judging sheet is in violation of this Code of Conduct, they should bring it to a Board member's attention immediately and not engage in argument with judges at the show or later on social media.

No form of hate speech shall be tolerated at any Capital Confectioners meeting, event, or on our social media pages. Use of racial slurs, homophobic language, and other recognized hate speech is grounds for removal from an event and/or denial of membership solely at the discretion of the Board.

No form of economic mischief or criminal activity shall be tolerated at any Capital Confectioners meeting, event, or between members in any way that affects Capital Confectioners. This includes but is not limited to theft, scams, or failure to adhere to contracts or terms of sale. If Capital Confectioners receives multiple complaints about a member engaging in such activities (or is made aware of criminal prosecution for same) this may be deemed grounds for removal from an event and/or denial of membership solely at the discretion of the Board. Vendors are expected to sell only original, licensed, legal materials and never knowingly sell knockoffs or trademark/copyright disputed items. The Board reserves the right to reject vendor applications from known purveyors of infringing items and/or ask vendors with problematic products to immediately remove them from sale at our events, however Capital Confectioners cannot otherwise get directly involved in legal disputes between vendors.

All cases of removal from events and/or revoking of membership shall have no refunds given.

### **Visual Aspects**

These include cake show entries, booth displays, signage, class subjects and materials, clothing worn to meetings and events, posts on social media, or any other visible element. Depictions of hate speech, symbols traditionally associated with hate speech, or any words or images designed to frighten away any other participants are not allowed within this Code of Conduct. Please be advised that if a problematic element is seen at an event, the owner of it will be asked to remove/replace it immediately. If they refuse, Capital Confectioners reserves the right to eject participants from the meeting or event and/or revoke membership. Competition entries deemed to be in poor taste will be removed from tables without notice solely at the discretion of the Board and Head Judge.

### **Social Media**

All of our members and participants are recognized as having the freedom to post whatever they wish on their personal or company social media pages. However, Capital Confectioners reserves the right to select vendors, judges, instructors, and other participants on the basis of how their inclusion affects our branding as an inclusive, diverse, LGBTQ-friendly space free from all forms of harassment. If it repeatedly comes to the Board's attention that any given person or company is routinely posting things to their social media pages not in keeping with this Code of Conduct, Capital Confectioners will take this into account when considering applications for vendor booths, judge positions, class instructors, etc.

We want everybody to know that we are approachable with any concerns. We're working hard to increase the number of events that include Spanish options, we try to make events open to various ages and abilities as often as we can, and we definitely want to know if there's something we can do to make our meetings and events more responsive to any needs that may arise. If you have expertise in enhancing diversity for events, please come volunteer and help us welcome as many people as we can.

Our goal is always to promote the sugar arts as a fun, educational, welcoming space for everyone. We look forward to seeing all of our members and friends in peace and happiness soon!