

Community Care Agreement

This Community Care Agreement reflects our shared responsibility to care for one another, look out for those around us, and promote a safe, inclusive and welcoming festival environment. Rooted in consent, respect, and community care, it applies to everyone participating in or associated with River & Sky, including attendees, volunteers, staff, performers, artists, vendors, contractors, and board members.

All festival participants, including attendees, volunteers, performers, artists, vendors, and staff, are expected to do their best and be accountable to create a culture of care and community. This includes:

- * Treating each other with kindness, empathy, and mutual respect.
- * Honoring personal boundaries and actively seeking clear, enthusiastic consent.
- * Fostering a safe, inclusive, and welcoming environment for everyone.
- * Looking out for each other and helping others access support when needed.
- * Caring for our shared physical spaces and avoiding actions that damage the land or create hazards for others.

To maintain a space of trust and safety, behaviors that undermine consent, respect, or the collective wellbeing of the festival community are not acceptable.

These include:

- * Harassment, bullying, intimidation, or discrimination of any kind.
- * Suggestive remarks, sexual jokes, or pressuring others into sexual activity without clear, enthusiastic consent.
- * Unwanted sexual contact, including touching, groping, or other physical sexual acts.
- * Engaging in sexual activity with someone who cannot freely give informed and voluntary consent.
- * Non-consensual recording, photography, or sharing of images.
- * Using authority, peer pressure, or manipulation to coerce attention, participation, or sexual activity.
- * Persistent, aggressive, or intimidating behavior that causes discomfort, distress, or fear.
- * Retaliation, intimidation, threats, physical aggression, or violence toward anyone, including individuals who raise concerns, seek support, or report unsafe behaviour.
- * Supplying alcohol or other substances to individuals in ways that compromise consent, impair decision-making, or otherwise undermine their safety, wellbeing, or ability to make informed choices.
- * Pressuring or coercing others to purchase or consume alcohol or other substances in ways that compromise consent, impair decision-making, or otherwise undermine the safety and wellbeing of individuals or the wider community.
- * Engaging in any behaviour that knowingly or recklessly puts the safety or wellbeing of others at risk.

What happens if you don't follow these community held standards

Depending on the severity and context of the behavior, River & Sky may take appropriate steps to protect community safety and wellbeing. Response may include:

- * Conversations, guidance, or education to reinforce consent, respect, accountability, and community care.
- * Temporary restrictions on participation in certain areas, activities, or roles.
- * Review, suspension, or cancellation of contracts, agreements, or participation arrangements.
- * Removal from the festival and possible restrictions on participation in future events.
- * In serious situations, involvement of emergency services, local authorities, or other appropriate resources, taking into account the wishes of those impacted where possible.

For additional information, support, or to report concerns, participants can:

- * Email: **outreach@riverandsky.ca**
- * Review our [Community Care and Safety Policy](#)