

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 and inclusive festival environment for everyone at River & Sky. It applies to all individuals participating in or associated with River & Sky, including, but not limited to, attendees, volunteers, staff, performers, artists, vendors, contractors, and board members.

All festival participants, including attendees, volunteers, performers, artists, vendors, and staff, commit to doing their best and being accountable when it comes to:

- * Fostering kindness, empathy, and mutual respect in their interactions.
- * Honoring personal boundaries and actively seeking clear, enthusiastic consent.
- * Nurturing 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, block, or create hazards for others.

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

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, threats, or intimidation toward anyone who raises concerns, asks for help, or reports unsafe behavior.
- * Any form of physical aggression, threatening behaviour or violence.
- * Supplying drugs or alcohol to someone who is visibly intoxicated, incapacitated, or otherwise unable to make informed decisions for themselves.
- * Approaching or pressuring others to buy or consume drugs or substances.
- * 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 measures to protect community safety and wellbeing, which may include:

- * Thoughtful conversations and guidance to reinforce consent, respect, and community care.
- * Temporary restrictions on participation in certain areas, activities, or roles.
- * Review, suspension, or cancellation of contracts or agreements.
- * Immediate removal from the festival and potential bans from future events.
- * In serious cases, involvement of authorities, emergency services, or legal action, consistent with the wishes of those impacted.

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

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