

WELCOME

Welcome to the Kink Education Code of Conduct (KECC).

We are the KECC Collective, a group of professional kink educators and producers. For the last year and a half, we have been working together to create a code of conduct that codifies our beliefs and values about kink education. Today we are publishing the first version of the code and committing ourselves to following it.

We consider ourselves professionals not because of how much money we make, but because we hold ourselves to professional standards. We deliver high quality education and we are rigorously ethical in our conduct.

As professionals, we are alarmed and distressed by the consent crisis in kink education. We believe educators should be a force for good, but we have seen too many of our peers take advantage of their positions to prey on others.

Misconduct by educators is especially harmful because educators by definition exist to set an example that others follow. Educators who model unethical behavior cause widespread harm by establishing that behavior as normal and appropriate. The kink world deserves better.

The KECC is our attempt to do better. We've put a tremendous amount of work into it and we hope that individuals and organizations outside the KECC Collective will find it useful. If you like it, we invite you to adopt it or to use it as a starting point for your own code of conduct.

With respect,

The v. 1 KECC Collective

Dr. Smartypants (Full Circle Kink)

Jim Duvall

Martin Dinn

Sar Surmick (Consent Academy)

Shay

Sophia Sky (Pan Eros Foundation)

Tornus (Full Circle Kink)

YumYumPanda

FREQUENTLY ASKED QUESTIONS

Why is the KECC so long?

We realize the KECC can be a little daunting. We worked hard to make it as concise as possible, but every line of the KECC exists for a reason and we believe every line is necessary. Rather than being theoretical, many of the items in the KECC address specific patterns of harm that we've observed or experienced.

You don't pay me enough to follow all these rules!

We believe that professionalism is a mindset, not an income level. As professional educators, we are committed to a high standard of ethical conduct regardless of how much we get paid. As professional producers, we choose to hire educators who share our commitment to professionalism.

Doesn't the KECC infantilize students?

We do not believe that adhering to professional ethics infantilizes anyone, denies anyone agency, or prevents anyone from having fun.

Who are you to tell other people what to do?

We are adopting the KECC for ourselves and our organizations. While we hope others will find it useful, we are not telling other organizations or educators what to do. As producers, it is our job to decide who we choose to work with and who we choose not to work with. By adopting the KECC, we are setting clear and transparent expectations of our educators.

Why isn't the KECC Collective more diverse?

We agree that the KECC Collective does not represent the kink community as well as it should. We solicited input on the KECC from a wide range of individuals and organizations, but we understand that soliciting input is not equivalent to inclusion in the core group. We are committed to doing better and are actively seeking out people of diverse backgrounds, experiences, and perspectives to join the collective and work on version two of the KECC.

Who enforces the KECC?

No individual or organization is responsible for monitoring who has adopted the KECC or whether those who have adopted it are abiding by it. It is up to each individual, organization, and the community at large to hold us accountable to the values and behaviors we support.

Adopting the KECC doesn't mean you're a perfect person who never makes mistakes. It means you commit to trying hard to follow it and to being accountable when you fall short.

Why isn't {great idea} in the KECC?

Version one of the KECC is inevitably an imperfect and incomplete document that will need updates as practices and terminology change and we learn from experience. We will begin work on v. 2 in late 2019.

ADOPTING THE KECC

We hope individuals and organizations will adopt the KECC, either in its current form or by modifying it to suit their needs and values. We've licensed the KECC under a Creative Commons Attribution-ShareAlike 4.0 International License to make it easy for you to modify it if you choose to do so.

It is our expectation that individuals and organizations who adopt the KECC will post it wherever they have an online presence and explicitly state that they've voluntarily committed to following it.

Each individual and organization who adopts the KECC is their own autonomous entity. Adopters are solely responsible for maintaining alignment with the KECC and for developing and implementing their own process to address transgressions. The KECC Collective does not provide any kind of oversight or enforcement.

Adopting the KECC doesn't mean becoming a member of the KECC Collective. The primary responsibility of the Collective is to write, review, and update the KECC. If you are interested in being part of that project and feel you have relevant strengths and experience, we'd love to hear from you. We particularly welcome people with diverse backgrounds, experiences, and perspectives. You can contact us at contact@thekecc.org.

INTRODUCTION

The Kink Education Code of Conduct (KECC) establishes a code of conduct for kink educators and producers. It provides practical guidance for navigating many of the ethical dilemmas we face and creates a framework for clear communication between educators and producers.

The KECC is a roadmap for reasonable human beings, not a precise legal code. You should interpret it using good judgment and good faith, seeking always to adhere to the spirit of the code.

This is the producer version of the KECC.

MODELING CONSENT

We actively promote a healthy consent culture at our events:

- We integrate consent into all aspects of our educational programs and ask our educators to include consent in every class.
- We expect our attendees to practice a high standard of consent. Our programs and policies support them in doing so.
- We hold our staff and educators to an even higher standard and we support them in meeting that standard.

USING STUDENTS FOR DEMOS

Because of the consent risks associated with using students for demos:

- We have clear standards for using students during demos and we work closely with our educators to ensure they understand and follow those standards.
- If an educator needs demo volunteers, we encourage them to find suitable candidates and conduct proper negotiation in advance.
- We take an active role in providing support to any student who has a bad experience during a demo.

PROFESSIONAL COMPETENCE

We provide high-quality education and give our students the information they need to make informed decisions about risk:

- We seek out educators who are expert in the topics they teach, being careful to distinguish between competence and confidence.
- We ensure every educator teaches within their area of competence and clearly communicates their credentials to students.
- We don't use educators who have misrepresented or falsified their credentials.

INCLUSION

We strive to be inclusive and we believe that diversity among our staff and educators is vital to that effort:

- We do not discriminate against someone because of that person's race, color, religion, sex (including gender identity, sexual orientation, sexuality, and pregnancy status), national origin, age, disability or genetic information. We also do not retaliate against anyone because they have submitted a complaint about discrimination.
- We actively seek to have diverse staff and educators.
- We include and actively seek to include diverse perspectives when making decisions.
- We are mindful of diversity and inclusion when designing and promoting our events.
- We are open to feedback about making our programs more diverse and inclusive.

Our events are safe and welcoming to all attendees:

- We publish a code of conduct for our events.
- We don't tolerate bigotry or harassment at our events.
- We have a formal mechanism for reporting and handling consent incidents, harassment, and other problems.
- Each of our events has at least one staff member who is trained to handle consent incidents and harassment.
- We do not work with staff or educators whose personal beliefs are incompatible with treating everyone fairly.

ACCOUNTABILITY

We hold ourselves and our educators accountable to our community and the individuals we serve:

- We post this Code of Conduct wherever we have an online presence and explicitly state that we have voluntarily committed to following it.
- We have at least one accountability contact and make their contact information available wherever we have an online presence. We also share their contact information with all students and event attendees.
- We have a written accountability process for our staff, educators, and attendees, or we are in the process of developing one. The process is posted publicly.

BOUNDARIES WITH STUDENTS

We have clear written standards for relationships between educators and students and share those with educators prior to them teaching.

PROFESSIONAL CONDUCT

We carefully select educators who meet a high bar for knowledge, expertise, safety, and consent:

- We have a process for vetting all educators, whether they are on staff or external.
- We consider personal as well as professional misconduct when vetting educators.
- We do not hire educators who have a pattern of consent violations or who have displayed malice, manipulation, or deception regarding consent.
- Although we believe people can change, if someone has committed serious consent violations, the burden is on them to demonstrate they are no longer a significant risk to the community.
- When we work with new educators, we coach them and provide them with roles appropriate for their emerging level of expertise.
- We are very cautious about hiring educators with controversial consent histories. If we choose to do so, we enable our attendees to make an informed decision about attending by providing complete and accurate information about the controversy in the event listing.
- We listen respectfully and empathetically to reports and concerns raised by individuals in the community about instructors, attendees, and event leaders. We take these reports seriously and we have a process in place for responding to these reports.

We are professionals:

- We treat educators fairly and courteously, and respect their time.
- We clearly communicate our expectations of educators and our commitments to them.
- We honor the commitments we make to educators.

We hold our educators to a high bar and support them in meeting that bar:

- We require all educators adhere to the KECC while working with us.
- If we help cover travel expenses for a visiting educator, we require they adhere to the KECC during their entire stay in our city.

- We clearly communicate our expectations to educators, including providing them with any written policies that go beyond the KECC.
- We support educators in understanding and meeting our standards, especially if their local consent culture is different from ours.

We have a policy about how to handle attendees who are known consent violators or have a history of safety issues.

DISCLOSURE AND PRIVACY

We prioritize the privacy of our attendees and educators:

- Except as outlined below, we do not disclose identifying information about any attendee.
- We handle all private information with great care and limit access to people who have a specific need for that information.

If we choose to share information about potentially harmful individuals with other producers, we always prioritize maintaining the privacy and safety of anyone who was harmed by the individual in question.

While prioritizing attendee privacy, we endeavor to be open about any consent incidents or injuries that occur at our events.