

OCF Consent Policy

The Oregon Country Fair (OCF) does not tolerate **sexual misconduct** and prohibits any person from sexually harassing or harming any other person at any time on OCF property and/or during any OCF functions.

Every person involved in the OCF has the right to be treated with dignity and to be free from harm. It is expected that common courtesy, mutual **consent**, and considerate behaviours towards each other regardless of position or role within the organization are fostered and respected. All forms of sexual misconduct are contrary to the standards expected of the **employees, participants, and guests** of the Oregon Country Fair.

Sexual misconduct refers to any action that is unwanted and unwelcome to the recipient. The following unsolicited written, verbal, physical, and/or visual contact with sexual implications may constitute, and are examples of, sexual misconduct:

- *Physical examples include, but are not limited to:* rape, assault, touching, patting, pinching, impeding/blocking movement, and/or any other unsolicited physical contact regardless of what someone is wearing and/or any previous contact.
- *Verbal examples include, but are not limited to:* unwelcome verbal advances, sexually oriented comments, unwanted and unwelcome jokes of a sexual nature, offensive flirtation or lewd remarks, comments on a person's sexual orientation, and/or remarks of a sexual nature, continued requests and/or suggestions for sexual activity after it has been made clear that such requests and/or suggestions are unwelcome.
- *Written examples include, but are not limited to:* suggestive or obscene letters, notes, and/or invitations.
- *Visual examples include, but are not limited to:* leering, sexual gestures, and/or display of sexually offensive objects or pictures.

Definitions to Bold Words in Policy:

- **Sexual Misconduct** is defined here as any unwanted conduct of a sexual nature, whether outright or implicit, which creates an intimidating, hostile, or humiliating environment for that recipient. Sexual harassment, assault, intimidation, humiliation, and rape fall under the category of Sexual Misconduct.
- **Consent** is the voluntary, informed, un-coerced agreement through words and actions freely given, which a reasonable person would interpret as a willingness to participate in mutually agreed-upon sexual acts. Consensual sexual activity happens when each partner willingly and affirmatively chooses to participate. Important points regarding consent include:
 - Consent to one act does not constitute consent to another act.
 - Consent on a prior occasion does not constitute consent on a subsequent occasion.
 - The existence of a prior or current relationship does not, in itself, constitute consent.
 - Consent can be withdrawn or modified at any time.
 - Consent is not implicit in a person's manner of dress.
 - Accepting a meal, a gift, or an invitation for a date does not imply or constitute consent.
 - Silence, passivity, or lack of resistance does not necessarily constitute consent.

- Initiation by someone who a reasonable person knows or should have known to be deemed incapacitated is not consent.

An individual who is incapacitated is unable to consent to a sexual activity. When a person is in an incapacitated state they lack the cognitive ability to make or act on conscious decisions. The use of drugs or alcohol can cause incapacitation, although intoxication alone does not mean someone is incapacitated. Engaging in a sexual activity with an incapacitated individual whose perception or judgment is so impaired that they are incapable of making an intentional decision to participate (and therefore unable to consent), constitutes sexual misconduct. Indications that consent is not present include, but are not limited to:

- the use of physical force, or a reasonable belief of the threat of physical force;
- duress;
- one person overcoming the physical limitations of another person;
- the age of the individual. Oregon state law considers persons under the age of 18 to be "incapable of consenting to a sexual act" (ORS §163.315).
- **Employees** are the paid staff of the OCF.
- **Participants** are entertainers, crafters, artisans, food booth folk, volunteers, significant others, elders, companions, vendors, contractors, and/or any other person who participates in the organization's year round operating activities.
- **Guests** are the public or any official visiting our properties and/or sponsored functions.

Reporting Avenues Available to Support this Policy (subject to change):

- Year-round, inform Fair Management (managers & BUMs) by email: consent@oregoncountryfair and/or in person.
- July Event:
 - Pre/post: go to White Bird or fill out a paper reporting form at Quartermaster.
 - During Event: go to White Bird or fill out a paper reporting form at an Information Booth.

The Management Team will collect reports and take complaints of sexual misconduct seriously to ensure disciplinary actions are applied, as appropriate. Disciplinary actions may include but are not limited to: removal from OCF properties, ban from OCF events, inform/call the law authorities, mediation, and/or grievance procedures.

References: Information researched/gathered/compiled from the following sources:

- <https://www.lanec.edu/sexualrespect> - permission was granted to use materials from this site
- <https://www.rainn.org/>
- <http://www.upworthy.com/how-7-things-that-have-nothing-to-do-with-rape-perfectly-illustrate-the-concept-of-consent?c=ufb1>
- <https://video.search.yahoo.com/yhs/search?fr=yhs-mozilla-001&hsimp=yhs-001&hspart=mozilla&p=british+concent+tea#id=1&vid=4ed8710866de1a390037e3aa0b36c0d6&action=view>

- <https://www.eeoc.gov/policy/docs/currentissues.html>
- [http://www.un.org/womenwatch/osagi/UN_system_policies/\(ILO\)Circular_on_Sexual_Harassment.pdf](http://www.un.org/womenwatch/osagi/UN_system_policies/(ILO)Circular_on_Sexual_Harassment.pdf)
- <https://www.avc.edu/information/policies/discrimination>