

MEN CAN STOP RAPE CODE OF CONDUCT¹

As people who share in the Men Can Stop Rape (MCSR) mission,² we recognize that the effectiveness of our work together depends upon a basis of trust and accountability. We also recognize that MCSR's standing in the community is a vital component of all our coalitions with others who also work to end men's violence. Therefore we wish to be clear about the standards of conduct that we have the right and obligation to expect of ourselves and one another.

POLICY ON SEXUAL CONDUCT

MCSR works in the community to prevent rape and other forms of men's violence, confronting such abuse from a profeminist, nonviolent perspective. Because of the nature of MCSR's work and the importance of MCSR's reputation, our sexual conduct is particularly subject to public scrutiny.

- MCSR personnel,³ when functioning as official agents or representatives of MCSR in any professional meetings or public events—inclusive of, but not limited to, workshops, trainings, presentations, lectures, panel discussions, and consultations—will maintain an interpersonal demeanor of respect and thoughtfulness in relation to all people.
- MCSR personnel recognize that such professional meetings and public events are not the proper forum for initiating new romantic or sexual relationships. Reasons for this include (but are not limited to) possible inequities of age and maturity, inequities of perceived professional status, and the personal nature of the topics and issues, which require an open

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²The mission statement reads in full: "Men Can Stop Rape (MCSR) empowers male youth and the institutions that serve them to work as allies with women in preventing rape and other forms of men's violence. Through awareness-to-action education and community organizing, we promote gender equity and build men's capacity to be strong without being violent."

³Staff, Board members, and/or volunteers. (All employees of MCSR are employed "at will," which means that either MCSR or the employee may terminate the employment relationship at any time. This policy does not constitute a contract between MCSR and the employee.)

and safe atmosphere for discussion. Inherent in such settings is also the danger that participants may falsely idealize presenters as men or women who appear safe and even inviting because they seem to have solved the problems of power and sexuality. Therefore any romantic or sexual involvement between a MCSR representative and a MCSR meeting or event participant pursued or acted upon within 90 days after such a meeting or event is assumed to be exploitative, and could be grounds for dismissal or removal from MCSR. While this is not an outright prohibition, dating contact of any kind between MCSR personnel and former workshop or training participants is subject to review by the co-directors, and the obligation is on the individual representing MCSR to be able to account for why this relationship is not exploitative, and/or why it was necessary to pursue a relationship at that time.

MCSR personnel are strongly encouraged, when noticing personal feelings of attraction in the context of their work with MCSR, to get and provide support from and to one another, and are strongly discouraged from bringing the matter to the individuals to whom they feel attracted.

POLICY ON INTERPERSONAL VIOLENCE

We must hold ourselves and one another to a rigorous antiviolence standard because of the content of MCSR's community work against men's violence, because some people may regard us as positive role models, and because violence by any one of us would undermine and contradict the basic values and goals of MCSR. Incidents of violence shall be understood to include physical violence, sexual assault, sexual abuse, and attempted assault.

- MCSR will not tolerate violence by MCSR personnel, whether at work or elsewhere, including violence against our partners, children, or others under our care.
- Incidents of violence are grounds for immediate dismissal or removal from MCSR.

We recognize that dealing with violence and histories of violence is an ongoing challenge for many men, and that men who have been violent can be effective communicators to other men about stopping their own violence and about the process of unlearning destructive male roles. Therefore, we agree that those of us who have been violent in the past but are not currently may join MCSR on the condition that there have been no incidents of violence within the last two years.

MEN CAN STOP RAPE ADJUDICATION PROCESS

The purpose of this document is to outline a process for addressing any accusations of wrongdoing by MCSR volunteers, staff, and Board members. Having such a process is important for ensuring the integrity of the organization and its relationships with other organizations working to end men's violence, as well as for protecting the right of the accused to a full and fair hearing. The following process shall be followed in determining how the organization will respond should a complaint about a violation of the Code of Conduct arise against any MCSR volunteer, staff, or Board member.

The co-directors shall act as adjudicators unless the accused is either a co-director or a Board member. In such cases, the Board (or a committee of the Board designated for this purpose) shall act as adjudicators. If a co-director or Board member has a conflict of interest in the case (including but not limited to having a family relationship with one of the parties or being the accused, the accuser, or a witness), he or she shall not attend or participate in any discussions as an adjudicator.

I. Handling Complaints

If a complaint arises, adjudicators shall:

1. Notify accused of the complaint in writing, enclosing a copy of this Adjudication Process.
2. Jointly conduct initial interview with accused.
3. Notify accused that he or she is on leave until the complaint is resolved.
4. Jointly hold separate meetings with accused, complainant, and witnesses.
5. Determine whether there is a preponderance of evidence that the accused committed the violation. ("Preponderance of evidence" means that the accused is more likely than not to have committed the violation.)
6. Decide organizational response, including but not limited to dismissal of complaint, warning, formal written reprimand (a copy of which will be maintained in MCSR's files), suspension for a specified time, or termination of the accused's official relationship with MCSR.

II. Timeliness of Review of Complaints

The adjudicators shall make all reasonable efforts to complete the review and take final action within a month of receiving the complaint.

III. Rejoining MCSR After a Dismissal

As stated in the Code of Conduct, MCSR believes that one can continue to work against violence even if one has been violent. Therefore, at the discretion of the co-directors, a person who has

been terminated may rejoin MCSR after two years if they have demonstrated behavior consistent with the Code of Conduct. The co-directors may also place conditions on the involvement of a person who has been terminated, including but not limited to counseling, therapy, or regular meetings with a MCSR representative to discuss the person's ongoing process of addressing the issue that gave rise to the violation.

IV. Disclosure

MCSR volunteers, staff, or Board members who disclose having engaged in acts that would clearly have violated the Code of Conduct may join or remain with the organization at the discretion of the co-directors. The co-directors may place conditions on their involvement (as stated above).

V. Grievances Under This Process

If a person undergoing this Process (complainant or accused) wishes to file a grievance, he or she may bring it to the Board (or a committee of the Board designated for this purpose). If the complainant or accused has a grievance about the action of a Board committee acting as adjudicators, the full Board will hear the appeal. The decision of the full Board is final.

VI. Confidentiality

All MCSR volunteers, staff, and Board members shall hold in strict confidence from anyone outside the organization all documentation and discussions held as part of the Adjudication Process, unless required to disclose the information by law or released from the confidentiality in writing by the accused and the complainant (and the victim if different from the complainant). Furthermore, all MCSR volunteers, staff, and Board members shall not discuss the case with people who have no relevant need to know. Once an outcome has been reached, MCSR may announce the action that it has taken with respect to the accusation, but shall not discuss the details of the Adjudication Process. Violation of the confidentiality of this Process is a violation of the Code of Conduct.

EXECUTION OF AGREEMENT

In signing this agreement, I acknowledge that I have read and understand the Men Can Stop Rape Code of Conduct and Adjudication Process and agree to abide by it for the duration of my involvement with MCSR.

Signed:

Name Date

Address

City, State, Zip

Telephone Number

Witnessed:

Name Date

Title