



## Code of Conduct Policy

*The Kansas City Modern Quilt Guild (KCMQG) seeks to foster a vibrant and inclusive organization built on encouragement and mutual respect, where all feel welcome. We support the participation of ALL interested in the growth and development of modern quilting and we value the diversity arising from differences that make us who we are.*

KCMQG is committed to providing an environment that is free of discrimination of all types, and free of abusive, offensive, or harassing behaviors. All participants deserve to feel safe and respected.

This applies to everyone regardless of age; gender; gender expression or identity; sexual orientation; race; color; creed; ancestry; ethnicity; language; nationality; place of origin; immigration status; parental status; marital/partnership status; socio-economic status; education level; political beliefs; religion (or lack thereof); physical, mental or developmental (dis)abilities; neuro(a)typicality; size; appearance; work and behavioral styles; the perspectives of each individual shaped by their nation, experiences and culture; quilting style or level of experience; or any of the numerous other characteristics that make us who we are.

*Please note that any exclusions from this list were not intentional – if there is another factor of diversity that you wish to see reflected above, please contact [hello@kcmqg.org](mailto:hello@kcmqg.org).*

## Creating a Safe Environment for Everyone

In order to ensure a safe environment for everyone, all attendees, speakers, sponsors, and volunteers at KCMQG events are expected to:

- Act with kindness, fairness, honesty, integrity, and openness
- Respect the differing viewpoints of others and offer critiques or opinions with respect
- Treat all with equality and dignity, as they would wish to be treated
- Provide a healthy environment for the exchange of ideas
- Be inclusive – go out of your way when inviting and welcoming to others, especially those you don't know as well

- Encourage and support other members of our community
- Be proactive in educating yourself about diversity topics – if there are any terms or concepts in these guidelines that are unfamiliar to you, go to an internet search engine and look them up! Try searching for “diversity and inclusion” and see what you find. There are many great resources and the more you research these issues, the easier it will be to identify appropriate behaviors.

## **Unacceptable Behaviors**

- Harassment – includes (but is not limited to) deliberate intimidation, stalking, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.
- Discrimination – unjust or prejudicial treatment of different categories of people; behaviors based on bigotry or implicit biases against a particular group.
- Making generalizations or reinforcing stereotypes about people who are different from you.
- Personal attacks or offensive verbal comments.

## **How to Report Unacceptable Behaviors**

KCMQG’s Board has developed the Grievance and Mediation Policy and Procedures to review grievances that arise during KCMQG events (either in person or virtual).

A grievance can be filed against any party that is affiliated with KCMQG (board, staff, member, vendor, instructor/lecturer, event attendee, etc.) by any member of KCMQG or by a non-KCMQG member in relation to an incident at an KCMQG event, either in person or virtually.

If you wish to file a grievance, please review the Grievance and Mediation Policy and Procedures and then complete the form included in the Procedures document to begin the process.

The Grievance Procedures were created with considerable thought and care. While we wish it were otherwise, human contact sometimes means human conflict, hurt and pain, often unintentionally. Happiness is not the absence of problems; it’s the ability to deal with them. The Grievance Procedures offers a positive way to resolve issues and provides clear, defined expectations of how grievances are addressed. While it is impossible to imagine every situation, the Grievance Procedures are broad enough to cover many, and is a living document – that is, open to amendment as needed. We hope it will be useful in maintaining KCMQG as a healthy, thriving organization.

KCMQG reserves the right not to act on complaints regarding:

1. Personality conflicts and gossip
2. Reasonable communication of boundaries, such as “leave me alone,” “go away,” or “I’m not discussing this with you.”
3. Communicating in a ‘tone’ you don’t find congenial
4. Criticizing oppressive behavior or assumptions

If you have additional questions or concerns, you may contact KCMQG at [hello@kcmqg.com](mailto:hello@kcmqg.com).

## **Response to Unacceptable Behaviors**

KCMQG members or attendees of events who are asked to stop any unacceptable behavior are expected to comply immediately. If a participant (including vendors, speakers, and teachers) engages in harassing behavior, KCMQG may take any action they deem appropriate, up to and including expulsion from all KCMQG spaces (without refunds of any fees).

Adopted by the KCMQG Board, February 2026