

## **Lush Life Code of Ethics**

At **Lush Life**, we offer a safe and positive environment for our staff, volunteers, participants, and partners by intentionally and radically respecting all who pass through our spaces. When you partake in a Lush Life event, you agree to uphold the following principles to ensure the safety of all parties involved and promote the longevity of our industry:

- I will treat staff, volunteers, attendees, sponsors, host locations, and every member of the hospitality industry with respect, dignity, and professionalism.
- I will be actively anti-racist, anti-sexist, anti-ableist, anti-homophobic, anti-transphobic, anti-biphobic, anti-classist, anti-ageist, and anti-hate all around.
- I will honor, respect, and use respectful language when discussing Indigenous cultures and practices while also avoiding offensive terms or misappropriation.
- I will foster a culture of transparency and safety by adhering to policies for the prevention of sexual assault and other forms of violence.
- I will commit to fighting against racial inequity and implicit bias within myself.
- I will safeguard the health of myself and others by adhering to all wellness protocols and public safety measures.
- I will uphold the idea of bodily autonomy and the innate right of participants to determine whether they choose to consume alcohol or not.
- I will adhere to all applicable liquor and serving laws that govern the city and state in which the affiliated events are taking place.
- I will preserve the privacy of participants by sharing photos or videos only when given their explicit consent.
- I will honor product ownership and intellectual property rights, including patents, trademarks, and copyrights.
- I will report when I see standards violated, whether anonymously or not.

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## **Removal from Lush Life Sponsored Events**

In support of cultivating the kind of community we wish to see both at **Lush Life** events and in the world, the following actions may result in immediate removal:

- Discriminatory or respectful language, behavior, or actions of any kind. This includes racism, misogyny, transphobia, homophobia, biphobia, hate speech of any kind, and refusal to acknowledge and honor gender pronouns.
- Sexual harassment, aggression, or violence of any kind. This includes non-consensual touching or verbal/written advances of any kind, and impeding any person's feeling of safety and inclusion.
- Disruptive or harmful behavior in tours, classes, seminars, lectures, or workshops.
- Pressuring anyone to drink or tampering with any person's food or drink.
- Bullying in any form against a person or group of people. This includes intimidation, coercion, singling out, alienating, and/or creating a hostile environment.
- Possession of illegal substances, firearms, or weapons of any kind.
- Tampering with the property of others. This includes taking, altering, or destroying items that don't belong to you, adding anything to drinks or food served, and any actions or behaviors deemed detrimental to the grounds, decor, or items essential to producing events.
- Any violation of the Lush Life code of conduct, which is posted in work areas and available upon request to guests.

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## Reporting

Lush Life wants to empower the hospitality industry to speak up when they see violations to our code of ethics and other problematic behaviors take place at our events and in the community. We also want to hold space for people who have been the targets of harmful or aggressive behaviors. Lush Life's [anonymous reporting system](#) achieves both of these goals, and is guided by the following trauma-informed principles:

- **Safety** - Lush Life's primary goal is to assure the emotional and physical safety of all parties involved. We believe people when they say they were harmed and have cultivated a staff that is trained to address and intervene swiftly.

- **Agency** - Lush Life does everything possible to allow the target of any of the transgressions to decide how they want to proceed. They will determine what action, support, and healing they will require to move forward.
- **Empowerment** - Lush Life provides an atmosphere where a target is validated and affirmed through each interaction with the organization.
- **Trustworthiness** - Lush Life maintains clear, consistent, and respectful professional and interpersonal boundaries with all parties involved.
- **Collaboration** - Lush Life works together with the individual(s) harmed to ensure power is shared and decisions on response are made together.

Each form entry is handled on a case-by-case basis with the highest level of dignity and respect. You will be asked how to proceed forward in a way that will make you feel safe and heard. Talking to someone in leadership, having a person removed from an event, temporarily or permanently banning someone from an event, and mediation are some of the possible options available to attendees of our events. Your agency will be upheld.

## Glossary<sup>1</sup>

### **Aggressor**

The individual or group that initiates harassment or violence against another individual or group and who seeks to gain power and control over the individual or group through unwanted attention and behavior, vigilance, coercion, and other acts of violence.

### **Ally**

A term used to describe someone who is actively supportive of LGBTQ+ people. It encompasses straight and cisgender allies, as well as those within the LGBTQ+ community who support each other (e.g., a lesbian who is an ally to the bisexual community).

### **Bisexual**

A person emotionally, romantically or sexually attracted to more than one sex, gender or gender identity though not necessarily simultaneously, in the same way or to the same degree. Sometimes used interchangeably with pansexual.

### **Cisgender**

A term used to describe a person whose gender identity aligns with those typically associated with the sex assigned to them at birth.

### **Consent**

Consent is an agreement between participants to engage in sexual activity. When you're engaging in sexual activity, consent is about communication—and it should happen every time. The laws about consent vary by state and situation, but you don't have to be a legal expert to understand how consent plays out in real life.

### **Deadnaming**

The act of calling a transgender person by an incorrect name. Often, this is a name they were given at birth and no longer use.

### **Gay**

A person who is emotionally, romantically or sexually attracted to members of the same gender. Men, women and non-binary people may use this term to describe themselves.

### **Gender**

Gender is a complex social construct that varies across cultures and societies, and the U.S. has traditionally ascribed to a sex/gender binary – the belief that sex is binary and determines gender. "Sex" refers to a person's biological makeup and "gender" refers to the social and cultural roles, expectations, and behaviors associated with men and women. Gender is a fluid and nonlinear way to describe the internal experience of

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<sup>1</sup> *These terms have been adopted and informed by the HRC, GLAAD, RAINN, Safe Bars, and ACLU websites.*

being a man, woman, nonbinary person, or something different. Every person experiences gender differently — and you cannot know someone's gender by simply looking at them.

### **Gender Expression**

External manifestations of gender, expressed through a person's name, pronouns, clothing, haircut, voice and/or behavior. Societies classify these external cues as masculine and feminine, although what is considered masculine or feminine changes over time and varies by culture. People can exert a certain degree of control over their gender expression depending on their resources and environment.

### **Gender Fluid**

A person who does not identify with a single fixed gender or has a fluid or unfixed gender identity.

### **Gender Identity**

A person's internal, deeply held knowledge of their own gender. A person's gender identity may or may not match the sex they were assigned at birth, or fit neatly into either of the two binary genders of man and woman (see our nonbinary definition). Gender identity is not visible to others. You can't look at someone and "see" their gender identity.

### **Gender Non-conforming**

A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit neatly into a category. While many also identify as transgender, not all gender non-conforming people do.

### **Genderqueer**

Genderqueer people typically reject notions of static categories of gender and embrace a fluidity of gender identity and often, though not always, sexual orientation. People who identify as "genderqueer" may see themselves as being both male and female, neither male nor female or as falling completely outside these categories.

### **Intersex**

Intersex people are born with a variety of differences in their sex traits and reproductive anatomy. There is a wide variety of differences among intersex variations, including differences in genitalia, chromosomes, gonads, internal sex organs, hormone production, hormone response, and/or secondary sex traits.

### **Lesbian**

A woman who is emotionally, romantically or sexually attracted to other women. Women and non-binary people may use this term to describe themselves.

### **LGBTQ+**

An acronym for “lesbian, gay, bisexual, transgender and queer” with a “+” sign to recognize the limitless sexual orientations and gender identities used by members of our community.

### **Microaggressions**

Microaggressions are everyday comments and questions that can be hurtful or stigmatizing to marginalized people and groups.

Microaggressions are subtle, and the person committing the microaggression may have no idea that their comments are harmful. For example, a common comment that transgender people may hear is, “You don’t look trans!” This is often phrased as a compliment, however it implies that being transgender is a negative thing, or that all people want to be perceived as cisgender.

### **Misgendering**

To misgender someone means to use the wrong name, pronouns, or form of address for a person’s gender. Whether misgendering happens as an innocent mistake or a malicious attempt to invalidate a person, it is deeply hurtful and can even put a person’s safety at risk if they are outed as transgender in an environment that is not tolerant.

### **Nonbinary**

An adjective describing a person who does not identify exclusively as a man or a woman. Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories. While many also identify as transgender, not all non-binary people do. Non-binary can also be used as an umbrella term encompassing identities such as agender, bigender, genderqueer or gender-fluid.

### **Queer**

A term people often use to express a spectrum of identities and orientations that are counter to the mainstream. Queer is often used as a catch-all to include many people, including those who do not identify as exclusively straight and/or folks who have non-binary or gender-expansive identities. This term was previously used as a slur, but has been reclaimed by many parts of the LGBTQ+ movement.

### **Race**

Race is a categorization that is based mainly on physical attributes or traits, assigning people to a specific race simply by having similar appearances or skin color. The categorization is rooted in white supremacy and efforts to prove biological superiority and maintain dominance over others. It's now widely accepted that race is a social construct. However, having been racialised and shared common experiences of racism, racial identity is

important to many and can be a basis for collective organizing and support for racially minoritized individuals.

### **Racism**

Racism is the process by which systems and policies, actions and attitudes create inequitable opportunities and outcomes for people based on race. Racism is more than just prejudice in thought or action. It occurs when this prejudice – whether individual or institutional – is accompanied by the power to discriminate against, oppress or limit the rights of others.

### **Sexual Aggression/Violence**

Sexual aggression/violence encompasses a range (Spectrum?) of acts and behavior that range from unwanted verbal, visual and/or tactile behaviors to physical violence. It is a behavior or activity that occurs when consent is not obtained or freely given.

### **Sexual Orientation**

An inherent or immutable enduring emotional, romantic or sexual attraction to other people. Note: an individual's sexual orientation is independent of their gender identity.

### **Target**

The individual or group at which harassment, violence or aggression in any form is aimed.

### **Transgender**

An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc.

### **Trauma Informed**

(DoJ) A trauma-informed program, organization, or system realizes the widespread impact of trauma and understands potential paths for recovery; recognizes the signs and symptoms of trauma in clients, families, staff, and others involved with the system; and responds by fully integrating knowledge about trauma into policies, procedures, and practices. It seeks to actively resist re-traumatization.