

# Consent Academy Code of Conduct

Version 1.8 - Updated: 12/18/25

## The Consent Academy Code of Ethics:

The Consent Academy defines ethical conduct as outlined below. Volunteers and staff are expected to behave in a manner that reflects these principles:

- We commit to upholding and advancing [the mission and values](#) of the Consent Academy.
- We will not take unfair advantage of any relationship or exploit others to gain an advantage over others, receive sexual gratification, or profit.
- We acknowledge reasonable differences of opinion can and do exist. We commit to addressing those differences with respect and open dialogue.
- We commit to supporting and advancing the knowledge and understanding of consent.
- We commit to protecting, enhancing, and improving the integrity of the organization through appropriate study and research, active discussion, and responsible critique (of ourselves, each other, the org, and society).
- We assume responsibility and accountability for our own behavior and continually strive to demonstrate competence in the areas of consent and education.
- We will not intentionally misrepresent official policies of the Consent Academy and will clearly distinguish our own personal views.
- Where personal ethical obligations conflict with Consent Academy policies, relevant laws, or regulations, we will make a responsible effort to resolve the conflict in a manner consistent with the values, principles, and standards expressed in this Code and in consultation with other CA members.
- We will uphold the confidentiality of our clients, students, and fellow members following our confidentiality policy:
  - <https://docs.google.com/document/d/1OaRMAX68XSWyggkWH9cLRzYaiaqqQZG-XnjEqMpYFwlc/edit>
- We will act with respect for the work we do and the power we have, with honesty, contextual appropriateness, and take responsibility in all parts of our work for the Consent Academy.
- We will strive to model consensual conduct in all areas of our lives.

## **We acknowledge the following:**

### **A Code of Ethics cannot guarantee ethical behavior.**

- Moreover, a code of ethics cannot resolve all ethical issues or disputes. There is a richness and complexity involved in striving to make responsible choices.
- This code of ethics sets forth values, principles, and standards to which our volunteers, staff, and educators aspire and by which actions can be evaluated.
- We recognize ethical behavior results from **personal commitment** to engage in ethical practice.
- **Failure to uphold the code of ethics by any staff or volunteer member is cause for review and can result in termination.**

### **A Code of Conduct cannot guarantee appropriate behavior.**

- This Code of Conduct sets forth a standard of norms, behaviors, and appropriate practices the members of the Consent Academy agree to follow.
- Some of the standards are enforceable guidelines for standard appropriate conduct, and some are aspirational.
- The extent to which each standard is enforceable is a matter of judgment to be exercised by the Consent Academy and Pan Eros Directorate.
- **Failure to follow the code of conduct by any staff or volunteer member is cause for review and can result in termination.**

## **The Consent Academy Code of Conduct**

### **1. General Competence**

#### **Volunteers/Staff of the Consent Academy will strive to:**

- Maintain a clear mind, physical stamina, sobriety, and social prudence necessary to perform the duties of any assignment while working for the Consent Academy.
- Develop and enhance their domain expertise, knowledge, and skills to better apply them in practice.
  - All Volunteers and Staff are expected to continue their education both internally with the Consent Academy and externally through appropriate sources and educational opportunities.

- All Volunteers should be committed to continuing education concerning anti-racism, anti-sexism, disability rights, LGBTQ+ rights, etc.
- Where appropriate, Volunteers and Staff should use their knowledge and new learning to contribute to the knowledge base of the organization.
- Be honest about their current knowledge base and the intention to acquire the necessary competence to perform their duties.
  - Domain competency, or the review of material with a qualified professional, should be shared with clients/students/colleagues prior to engagement.
  - Reference your experience and cite your sources.
  - Any time you are sharing a personal opinion, and not an official stance, this should be noted as such.
- Accept responsibility for helping students/participants to evaluate the consequences of, and accept the responsibility for, their actions and choices.
- Agree to seek support and counsel where appropriate and accept constructive critique of their behavior, scope of knowledge, and expertise.
- Strive to mitigate lasting harm and provide additional resources for situations which are beyond our scope of expertise.
- **Volunteers who function as lead educators, consultants, curriculum designers, or coaches should provide instruction only within their areas of knowledge and competence and should provide instruction based on the most current information and knowledge available.**

## 2. Cultural Competence and Social Diversity

**Volunteers/Staff of the Consent Academy, while acting as representatives of the Consent Academy, will strive to:**

- Promote conditions to encourage respect for cultural and social diversity.
  - Use appropriate cultural and understandable language.
  - Use appropriate identity language and pronouns.
  - Be honest when you don't know something about a culture or individual.
  - Ask appropriate questions to learn more.
  - Know when to seek outside sources to avoid forcing someone from another culture to engage in intellectual/emotional labor.
  - Make honest apologies when a mistake is made.
  - Do not speak over others from another identity or cultural group concerning issues faced by that identity or cultural group.

- Promote policies, practices, and language that demonstrate respect for difference.
- Support the expansion of cultural knowledge and resources.
- Advocate for programs and institutions that demonstrate cultural competence, and promote policies that confirm equity and social justice for all people.
  - Understanding the function of culture in human behavior by recognizing the strengths that exist in all cultures.
- Have a strong knowledge base in the culture/community being worked with and be able to demonstrate sensitivity to differences among people and cultural groups.
- Obtain education about and seek to understand the nature of social diversity and oppression with respect to class, race, color, ethnicity, national origin, religion, sex, sexual orientation, gender identity, gender/sex expression, relationship style/status, age, marital status, political belief, immigration status, genetic information, health status, neurodiversity, disability, etc.
  - All volunteers (especially educators and content developers) are expected to have a strong grounding in Anti-Racism and Anti-White Supremacy learning and personal work.
- Obtain education about and seek to understand the nature of privilege and agency both as it applies to themselves and others.
- Understand and respect the values and traditions of the diverse cultures represented in the community and classroom.

### 3. Discrimination & Harassment

#### **Volunteers/Staff of the Consent Academy will strive to:**

- Avoid practicing, condoning, facilitating, or collaborating with any form of discrimination on the basis of class, race, color, ethnicity, national origin, religion, sex, sexual orientation, gender identity, gender/sex expression, relationship style/status, age, marital status, political belief, immigration status, genetic information, health status, neurodiversity, disability, etc.
  - Includes a recognition of and the attempt to reduce or remove micro-aggressions from interactions.
  - Includes recognition of and refusal to accept oppression and oppressive language from students and/or event participants.
    - People engaged in such behavior should be given a single warning to change that behavior, after which they should be asked to leave and/or removed from the event.

- Avoid retaliation against anyone because they have brought up an issue or submitted a complaint about discrimination.
- Actively seek to engage and maintain a diverse staff, educators, and volunteers.
- Avoid harassing, sexually or otherwise, clients, students, supervisees, trainees, interns, or colleagues.
  - Sexual harassment includes sexual advances, sexual solicitation, requests for sexual favors, and other verbal or physical conduct of a sexual nature.
  - Sexual harassment does not include consensual touch, consensual nudity, sex-positive conversations/topics, consensual explicit language, or any other consensual behavior where any inherent power differential is taken into account and mitigated to the best of the participant's ability.
- Avoid using derogatory, degrading, or demeaning language in written or verbal communications to or about anyone.
- Avoid intentionally exposing clients/students/colleagues to language that puts them down, is unnecessarily critical, is cruel, and/or creates an environment of harassment.
- Recognize consent for any activity, whether sexual in nature or not, can be withdrawn at any time. And, once consent is withdrawn, that activity must end as quickly as is possible or safe.

## 4. Privacy and Confidentiality

### **Volunteers/Staff of the Consent Academy will strive to:**

- Respect client's/student's/colleague's right to privacy by following the confidentiality policy
  - <https://docs.google.com/document/d/1OaRMAX68XSWyggkWH9cLRzYaiaqqQZG-XnjEqMpYFwlc/edit?usp=sharing>

## 5. Interactions with Students/Clients/Colleagues

### **Volunteers/Staff of the Consent Academy will strive to:**

- Commit to the health, well-being, and safety of clients/students/colleagues:
  - Highlighting and integrating consent into all educational offerings and materials.
  - Avoiding using institutional or power privileges for inappropriate personal, financial, or sexual gratification/advantage.

- Avoiding sex, sexual contact, sexual play, or physically intimate contact with a student, client, or colleague while engaged in education or any other volunteer/work context for the Consent Academy.
  - Volunteers/Staff should always be aware of the power differential caused by their position as an educator, consultant, or member.
  - Pre-existing relationships do not count as part of this policy, and volunteers/staff should be aware of the perception other people might have should they choose to publicly participate in a sexual engagement.
- Avoiding using audience volunteers for demonstrations whenever possible.
  - When necessary, we will only engage in explicit consent, non-discriminatory inclusion, and non-coercive practices for engaging.
- Providing education free from unwarranted physical or mental distress, harm, or danger from other participants.
  - People engaged in behavior that creates unwarranted physical or mental distress, harm, or danger should be given a single warning to change that behavior, after which they should be asked to leave/removed from the event.
  - With discretion, an educator/volunteer may require a participant to leave an event without warning if the infraction is seen as significant enough to warrant such or has put people in harm's way.
- Striving to create a consistent, just, and equitable learning environment that nurtures the potential of all clients/students/colleagues.
- Take appropriate actions, consistent with organization policy, regarding any instances of incompetent, unethical, illegal, or impaired practice.
- Seek to enhance the capacity/agency of each individual to address their own needs, wants, and strengths and will advocate to organizations, communities and other social institutions for the same.
- Exemplify ethical relations with colleagues and provide just and equitable treatment to all members of the profession.

## 6. Unethical and Non-Consensual Conduct

### **Volunteers/Staff of the Consent Academy will strive to:**

- Hold our staff and educators to the highest ethical and behavioral standards when it comes to consensual interactions, both in and out of the classroom.

- Take reasonable measures to discourage, prevent, expose, and correct unethical and non-consensual conduct.
  - Our base Consent Policy can be found here:
    - <https://www.consent.academy/consent-policy.html>
- Give a fair and just hearing to those charged with/accused of unethical or non-consensual conduct; providing support, defense, and/or the opportunity for accountability where appropriate.
- Seek resolution, when they believe a client/student/colleague has acted unethically or non-consensually, by discussing their concerns with that person when feasible and likely to be productive.
  - Where appropriate, take formal actions to resolve or report the unethical, non-consensual, or questionable practices to the appropriate channels.
  - Any concerns about a Consent Academy Volunteer/Staff should be reported to the Director immediately. If the report involves the Consent Academy Director, it should be addressed with the Pan Eros Director.
  - Any Consent Academy Volunteer/Staff accused of a consent violation or non-consensual interaction agrees to abide by the Consent Academy Procedure
    - <https://www.consent.academy/consent-procedure.html>

## 7. Consultation

### **Volunteers/Staff of the Consent Academy will strive to:**

- Seek the advice and counsel of colleagues whenever there is a question that can't be answered, a lack of knowledge, or such consultation is in the best interest of a client/student/colleague.
  - Volunteers/Staff should keep themselves informed about colleague's areas of expertise and competencies.
- Seek consultation from colleagues or other experts who have demonstrated knowledge, expertise, and competence related to the subject of the consultation.

## 8. Acknowledging Credit

### **Volunteers/Staff of the Consent Academy will strive to:**

- Understand the Consent Academy works as a collective. Our stated mission is to work as a group and take credit as a group/whole organization.

- Copyright for work created for Consent Academy use will reside with the Consent Academy as an Organization
- Volunteers may request other arrangements from the Director.
- Only take responsibility and credit, including authorship credit, for work they have actually performed and/or contributed to.
- Honestly acknowledge the work and contributions made by others.
- The Consent Academy Copyright is Creative Commons with Attribution. If you want to use any of our models, resources, or ideas you are welcome to use them outside of Consent Academy as long as you give appropriate and clear credit to the Consent Academy.
- Basic Non-Compete Understanding:
  - Volunteers can teach Foundations of Consent / Consent Basics independently within your local community only as outlined here.
  - Refrain from using, adapting, or teaching any other Consent Academy materials without prior permission and appropriate credit to the Consent Academy.
  - Refrain from taking Consent Academy work and repackaging it as your own.
  - Refrain from organizing or facilitating workshops based on Consent Academy materials without prior approval, particularly if those workshops involve financial compensation.
  - Contact the Consent Academy before offering workshops in your local community using what you have learned from us, and collaborate with us rather than acting in competition.

## 9. Other Concerns & Best Practices

### **Volunteers/Staff of the Consent Academy will strive to:**

- Follow the Consent Academy Code of Conduct in all interactions
- Attempt to engage in all interactions with clients/students/colleagues with respect and contextual appropriateness.
- Seek help when it is needed, or even when there is a suspicion of need.
- Understand the Consent Academy as an organization will be held to a higher standard and scrutiny by the people we interact with.
  - Statements, behaviors, and/or public interactions should be engaged in with this understanding.

- Any public statements made by staff/volunteers regarding the CA should uphold this code of conduct.
  - Queries or concerns should be made to the Director as soon as possible.
  - No volunteer should speak with the press about the CA without prior approval.
- Spaces/Venues the CA rents or uses for workshops/events should be vetted, to the best of our ability, around the following issues:
  - Unresolved Consent Incidents
  - Unresolved harm
  - Leadership and Power Dynamic issues
  - Consent Practices/Policy
  - Accountability Practices/Policy
- Any public facing sponsorship should be vetted around the same concerns.
- The CA is often seen as giving a “stamp of approval” to individuals/organizations. While this isn’t true, statements and behavior need to reflect this possibility. Staff/Volunteers should always:
  - Emphasize our mission of education, to teach about consent.
  - Emphasize our responsibility for our own behavior and our willingness to be accountable for that.
  - Note our inability to control or manage the behavior of others.
  - Emphasize individual responsibility and accountability.
- Understand that while a member of the Consent Academy, they will be held to a higher standard of consent by both their peers and members of the public. As such volunteers/staff will:
  - Seek to promote consent and consensual interaction as part of their daily life and interactions.
  - Engage in regular conversation and consultation with other consent educators, domain experts, and advocates.
  - Have a plan for what to do when a consent incident happens which should include immediately contacting the Director.
  - Be constantly engaged in a learning process that forwards the promotion of consent education and consent culture.
- Do their best to promote consent in the world.

This is a living document and will be changed as new information and ideas become available.

**Notes for Future Updates:**

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