



Conduct Committee

Year in Review



About Conduct Committee

Established March 2015

What

The Conduct Committee, established March 2015, is served by a dedicated group of Fireflies that have received specialized training from the Boston Area Rape Crisis Center, have been vetted by the board of directors as well as the Firefly community, and have signed a confidentiality agreement in order to receive and investigate reports of misconduct in the Firefly community.

Mission

The Conduct Committee is bound by the Firefly Arts Collective's [Participant Code of Conduct](#), which was established by the board to protect our community from abusive, intimidating, threatening or unsafe behavior and ensure the board's ability to hold the annual Festival and other community events.

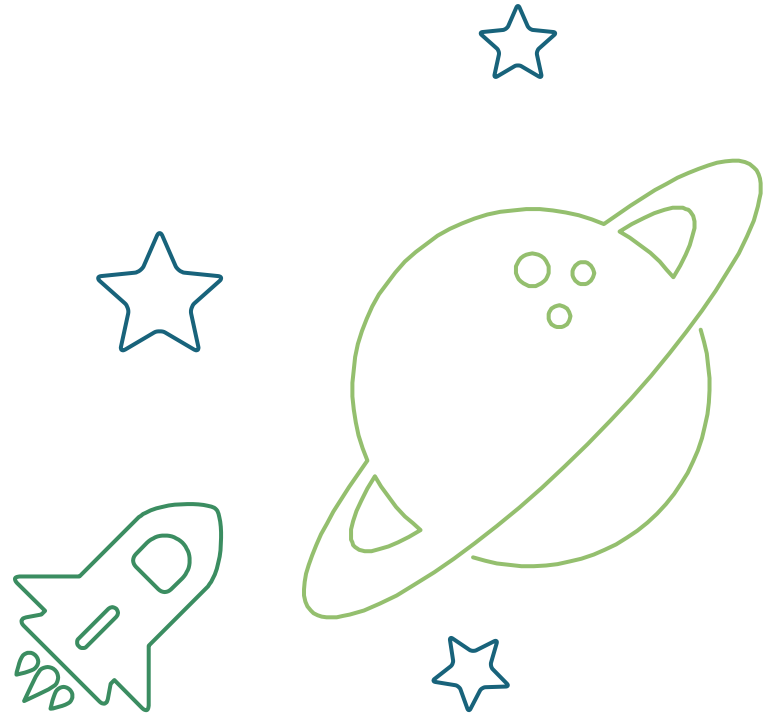
Priorities

The Conduct Committee prioritizes:

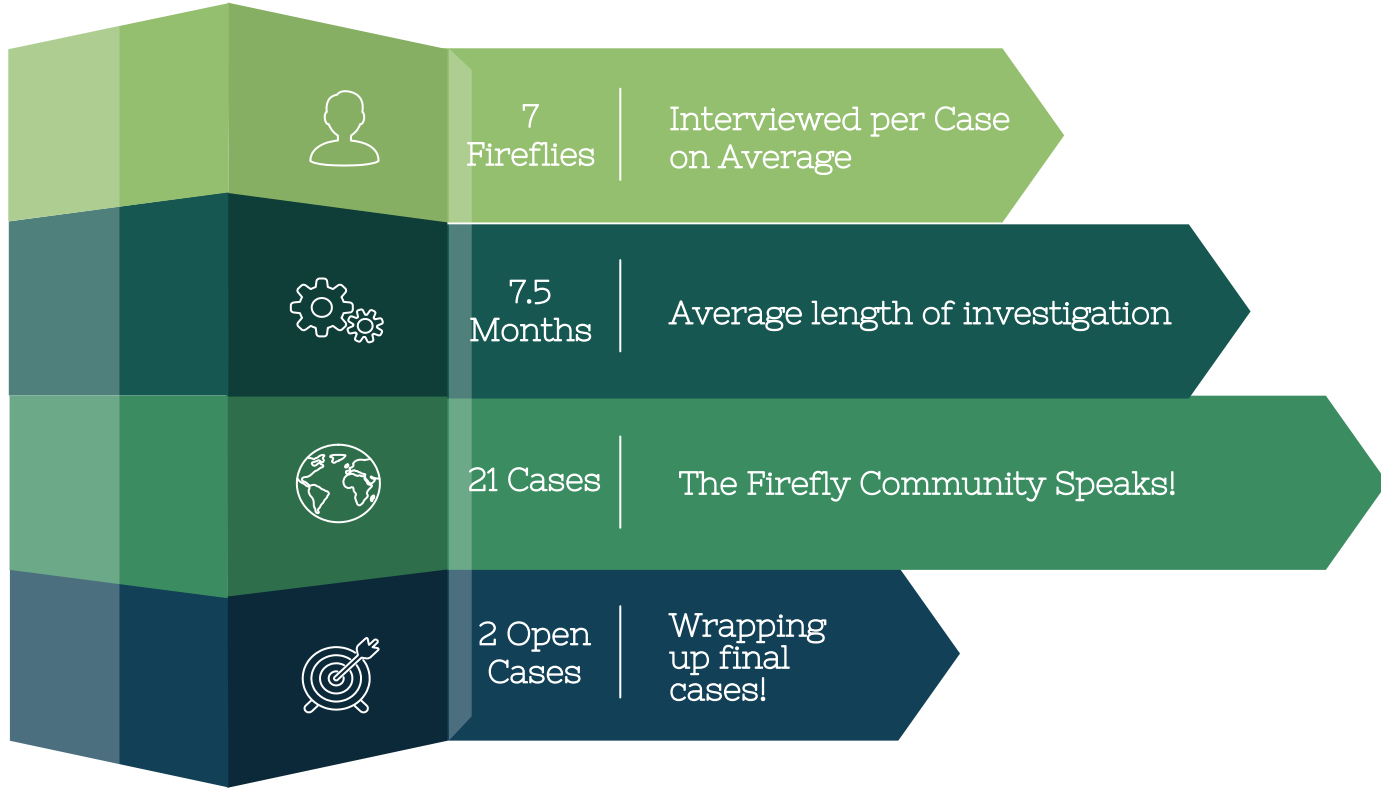
- Safety
- Confidentiality
- Clear Process
- Communication

We're 1 year old!

We want you to know
what we've been up to



Quick Facts about ConCom (Conduct Committee)





Issues Reported by Fireflies

Physical Endangerment (6)

Causing medical harm; physical injury or harm

Misuse of Position of Authority (1)

Misuse of confidential information; obstruction of community norms/agreements

Predatory Behavior (6)

Pattern of selective targeting and predation

Sexual Misconduct (8)

Boundary pushing; sexual harassment; sexual assault

History of Prior Misconduct (8)

Pattern of past misconduct often in line with current allegations

Misuse or Disregard of Event Property (2)

Acting against Festival Policies
[resolved with Board partnership]

Intimidating or Threatening Behavior (11)

Verbal threats to life or wellbeing; stalking

Non-Consensual Intoxication (1)

Miscommunication of intoxicants
[resolved with Board partnership]

Trespassing (4)

Entering Firefly Festival while unticketed
[resolved with Board partnership]



14 months

A chunk of time and effort



21 cases

That's a lot of reporters!



90%

Cases Closed!



Case Log Firefly 2015

March 2015 - June 2015

	Number of Cases	Cases Closed
Backlog of cases upon establishment	12	
New Cases	6	
Unresolved Cases	10	
Cases Closed		8



Case Log Firefly 2016 July 2015 - May 2016

	Number of Cases	Cases Closed
Carryover from 2015	10	
New Cases	3	
Unresolved Cases	2	
Cases Closed		11



Recommendations

July 2015 - May 2016

Case Recommendations	Number of Cases
No Action (Archive)	5
Warning Letter	2
One year ban	8
Permanent ban	3
Bar from volunteering (in particular capacities)	1
Total Cases Resolved	19

All of this is an experiment, but I feel that we are learning and moving in the right direction.

The conduct committee is a good idea to the extent that it is able to resolve issues in a timely and effective manner

I sincerely hope that the Conduct Committee and Board will be able to make recommendations and decisions more in advance of this year's event than they did last year's.

At one point I was prepared to contact the Conduct Committee regarding a participant whom I considered a threat, but I was able to speak to that individual directly and resolve the situation. I am very thankful the Conduct Committee exists should I ever require its service.

I'd like to see a broad summary of the types of issues the committee handled, with more specifics than just "unsafe behaviors".

I have heard a few incidents. I think people in the community are well aware of how to act properly. I like that infractions are handled personally and professionally. Thorough but not unnecessarily strict or fanatical

I agree with their resolution of the issues that my friends were having in the community. It was not always that my friends were like "Yay! The Conduct Committee agreed with me!", but rather, they made a thoughtful, measured and mature response to various issues that even though some people might not have agreed with, I think were necessary and the right thing(s) to do

2015 Survey 70% Positive

it's a tough job and i respect them for it.

Thank you

I am grateful that such a thing exists.

The conduct committee doesn't take their job lightly. The issues they deal with are serious and I feel they rise to the challenge. Keep up the good work.

high-fives, fuck-yeahs and major thank yous for the hard work and brainpower ya'll put into making this an amazing event - and an even more amazing community. Much love to my friend-amily!



Process Improvements

- Always interview the reportee if making a recommendation
Communicate often! Give the reporter updates on case progress
- Articulate next steps and outcomes to reporter
- Going forward set expectations, investigations take 7 months on average (based on first 14 months of operation)
- Always offer an opportunity to share feedback after the case is closed

Your feedback is *key* to process improvements!



Members

Chair

- Sage Kochavi
- Darren Torpey (Co-Chair & Clerk)

Members

- Chuck Ingersoll
- Dan Snyder
- Darren Torpey
- Ike Feitler
- Sadiya Carr
- Sage Kochavi
- Emile Daigle

Alumni

- Alana Lynch
- Seamus Reynolds
- Thomas Callahan

THANKS!

Got feedback? Want to help?

You can reach us at

conduct-committee@fireflyartscollective.org