



Consent Violation Operating Procedures

The Operating Process Overview

Upon completion of the Chicago Rose Report form and corresponding incident report (which is not required but strongly recommended), a management staff member or the mediation chairperson will appoint a volunteer mediator who meets the report filer's comfort level a co-mediator to assist and open a case file on behalf of the individual. The chairperson will also notify panel members about any open investigations that require a majority vote and provide a monthly breakdown of mediation metrics.

The volunteer mediators will begin to attempt to interview all parties involved and any named witnesses. All statements should be recorded and all screenshots or written statements should be uploaded to the active and open case file for review by all panel members. If someone does not wish to be recorded the mediators will write a summary overview of the interview/statement given to share with the panel.

The investigator should be sure to collect the preferred course of resolution from all parties involved during the investigation.

Once the investigation has been completed (the team will strive to complete an investigation within 7-14 days of an investigator being assigned to the matter) panel members will either meet together or meet 1-1 with the chairperson if time does not allow for a group meeting or if resolution does not require a majority vote, to come to a consensus in regard to a course of action for one or all parties involved.

Once the case file has been closed all materials will be transferred to a closed file on the Chicago Rose secure Google Drive to protect privacy. The manager or volunteer mediators or chairperson will notify the parties of the panel decision.

During any point of the investigation or panel deliberation the person who filed the report, any witnesses who were interviewed, the violator in question, or anyone else pertinent may find their discord handle muted for a period of time. This is in an attempt to maintain that all information delivered by the panel is done directly from the Chicago Rose organization and not from third-party involvement on the server.

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Considerations

If the immediate safety of a member at the club is thought to be a concern, one or both parties in the investigation may be asked not to attend club events pending the outcome of the investigation.

If legal paperwork has been brought to the attention of the management and panel members, one or both parties may be asked not to attend club events pending a change in the legal status or outcome of an assigned court date.

The report filer can request to be escorted to and from their car while the investigation is pending and for any amount of time after the panel decision has been delivered to all involved persons.

Should the preferences of the report filer not match any current panel member/volunteer mediator the management staff will work to find a suitable alternative or third party mediator.

Verdict decisions will not be delivered to patrons during open club hours.

All interviews will be conducted off site via zoom or discord.

Resolution Guidelines

Respect for the Lincoln Foundation and the Chicago Rose ethos and tenants should be taken into consideration when making a recommendation for resolution.

If there is legal paperwork that mandates a person's protection and lists the club as a protected place, the organization will not allow the named party access to the club during the duration of the court-ordered protection.

The requested resolution of the report filer should be taken into account by the panel members. If a shared resolution can be attained it should be strived for by the panel members.

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If the report is filed after a 14-day period the validity of witness statements should be considered.

If the violator has not had any other previous offenses, depending on the severity of the consent violation a documented strike and mandatory consent education should be considered. An offense such as walking into someone's scene is not the same as an offense that involves contact with another member. Multiple co-occurring incidents are not the same and a single reported incident after a 14 day period with no reported witnesses.

If the violator has been given previous warnings/strikes or has a history of any other incidents or conduct issues on file, a suspension of their membership for a minimum of 4 weeks should be considered.

When the management team and volunteer mediator deliver the panel's decision, the conduct of both parties afterward will be considered. Any aggressive behavior or behavior that could be considered retaliatory or harassing could result in a review and re-decision by the management and panel members.

If an individual has been suspended for any period of time the same suspension period will be effective on our digital platform, with the exception that after a completion of 2/3rds of the suspension time the discord shall be open to them on a provisional basis until their completed suspension time is fulfilled. Suspended members must meet with the mediation chairperson before their reentry into the club is finalized.

Appeals

All parties have the right to appeal the panel decision in writing to the Chicago Rose management email within a 10-day period following delivery of the decision. If an appeal is submitted the staff team will vote on the panel's decision until a majority decision is made.

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