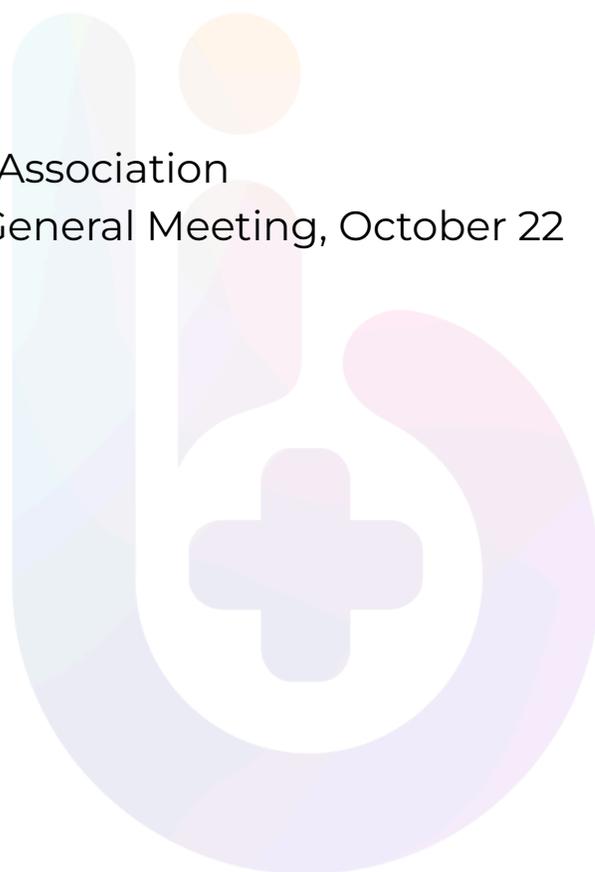


Bi+ Equal Anti-Harassment Policy

The pan-European Bi+ Umbrella Association
Approved during the Founding General Meeting, October 22
2025 in Vilnius



Article 1: Purpose and Legal Framework	2
Article 2: Scope	3
Article 3: Our Values and Commitments	3
Article 4: What Constitutes Harassment?	4
Article 5: Expected Conduct and Behaviours	4
Article 6. Reporting and Response	5
Article 7: Restorative Actions	5
Article 8: Confidentiality and Care	6
Article 9: Monitoring and Review	6



Article 1: Purpose and Legal Framework

Bi+ Equal is committed to fostering a safe, respectful, and inclusive community free from all forms of harassment. This policy establishes clear expectations for behaviour and sets out how Bi+ Equal will prevent, address, and resolve incidents of harassment within our spaces, events, and communications. Our approach is grounded in a feminist ethic of care, decolonised care, accountability, and restorative justice. We centre the safety and dignity of those affected while supporting learning and repair within our community.

Bi+ Equal upholds all legal obligations prohibiting harassment under Dutch and international law, including the right to equal treatment and dignity. Yet, we recognise that laws alone do not always capture the full range of harm or power dynamics experienced by bi+ people and other underrepresented groups. This policy, therefore, goes beyond compliance — it reflects our collective commitment to decolonised care, accountability, and safety in all Bi+ Equal spaces.

Article 2: Scope

This policy applies to:

- Members of the Bi+ Equal Board & Satellite Entities
- Members of the Bi+ Equal Staff
- Community members (individual members and representatives of organisations and groups)
- Representatives of Partners of Bi+ Equal
- Representatives of Friends of Bi+ Equal
- Any participants of events/spaces hosted by Bi+ Equal

It applies to all contexts where Bi+ Equal operates, both online and offline.

Article 3: Our Values and Commitments

Bi+ Equal is a pan-European member-based organisation, whose aim is to end and counter bi+ erasure and invisibilisation in social, political and economic aspects of human lives, protect, advance and advocate for the human rights, freedom, equity and equality, access to care, dignity, non-discrimination, security and belonging of

bi+ people in pan-European region, through community building, advocacy, awareness raising and knowledge sharing.

Bi+ Equal honours the diversity of lived experiences in relation to power and acknowledges intersectional privileges, challenges, and all forms of intersectional oppressions. We position ourselves as an anti-racist, intersectional feminist, trans, and gender diverse inclusive organisation.

Our commitments include:

- Cultivating mutual respect and consent in all interactions
- Promoting care and accountability before formal or informal punishment, including through legal action
- Ensuring accessibility and equity for all participants
- Upholding community safety and self-determination

Article 4: What Constitutes Harassment?

Harassment is any unwelcome behaviour — verbal, non-verbal, physical, written, or digital — that demeans, intimidates, or offends another person, or creates a hostile or unsafe environment.

Examples include and are not limited to:

- Verbal abuse, slurs, or derogatory jokes
- Unwanted sexual comments, advances, or contact
- Intentionally misgendering, deadnaming, or disrespecting someone's identity
- Stalking, following, or unwanted communication
- Repeated boundary violations or intrusive personal questions
- Public humiliation or intimidation
- Offensive online messages, posts, or imagery related to Bi+ Equal spaces

Even when the **intention** is not to harm, the **impact** of the behaviour takes precedence.

Article 5: Expected Conduct and Behaviours

All individuals listed under Article no. 2 of this policy are expected to:

- Treat others with empathy, respect, and care.

- Obtain clear consent for personal or physical interaction.
- Respect boundaries, pronouns, names and identities.
- Listen and respond with openness when harm is named.
- Uphold Bi+ Equal's values of safety and inclusion.

Article 6. Reporting and Response

Informal Resolution

Whenever safe and appropriate, individuals are encouraged to address issues directly and respectfully. If this is not possible, a mediation or facilitated conversation may be arranged with the support of Bi+ Equal's designated contact person.

Formal Reporting

Reports may be submitted to:

- **The Bi+ Equal Board,**
and/or
- **The Safeguarding or Mediation Person** (designated by the Board)

Reports can be verbal or written, and confidentiality will be maintained. Anonymous reporting is possible, though it may limit the ability to follow up.

Article 7: Restorative Actions

Bi+ Equal prioritises **restorative justice** — aiming for understanding, accountability, and healing rather than punitive measures. Possible actions include:

- Facilitated dialogue or mediation
- Verbal or written apology
- Participation in training or reflective practice
- Temporary suspension or exclusion from Bi+ Equal Community Membership
- Temporary suspension or exclusion from the Board, Satellite Entities, and Staff

Community care will be offered to affected individuals throughout the process.

Article 8: Confidentiality and Care

All reports will be treated confidentially and respectfully. Retaliation or victimisation against anyone who raises concerns or supports another person in doing so will not be tolerated.

Article 9: Monitoring and Review

To ensure ongoing relevance and effectiveness in realising Bi+ Equal's vision of equity, dignity, safety and belonging for all, this policy will be reviewed regularly by the Board. Any changes to this policy will be subject to the approval of the Community Members.

— -- END

