



# SAFETY & CONSENT VIOLATION PROCEDURES

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THE ACADEMY OF FETISH ARTS  
Safety and Consent Policies

**I. Introduction**

**A. General Safety**

Safety is a highly lauded subject. At any Academy of Fetish Arts event, it is of paramount importance. Our specific intent is to provide the safest place possible in which to pursue those activities of interest to us. No one can guarantee the safety of anyone. It is not generally possible to control another person's behavior. However, through education, training, and holding participants accountable for their actions, the Academy strives to build an environment, viewed by the community, as the safest of such havens.

To help provide for the safety of all, it must be noted that it is incumbent upon all participants and attendees of an event to be aware, and to do what they can to secure their own safety. It is difficult to make someone safe when they do not engage in practices, which enhance their own safety. Within our unique world, there are two distinct areas of

safety.

The first kind of safety concern is any breach of propriety. This breach may occur outside of a scene or intrude upon one. Those types of actions are considered violations of stated rules and regulations of personal conduct, which are bountifully presented in handouts, on new member tours, posted as you enter The Academy and on the website. These will be referred to as “Rule Violations”. Repeated attendance while under the influence, hassling, scene interruption, or offering money for services constitute some such violations.

Then there are those actions which occur entirely within the confines of a scene or session. These are true “Consent Violations”. In a scene, all participants have the responsibility to themselves to stop a scene or activity if they feel it is uncomfortable or unhealthy for them to continue. If an attempt to terminate a scene is thwarted or ignored, a consent violation certainly has occurred. Although they share some important similarities, there are different procedures for handling each.

First, it is imperative to understand what constitutes a violation and what does not. Responsible communication before, during, and after a scene is critical to reducing the likelihood of consent violations, especially with play partners who are unfamiliar with each other. This will improve future engagement performance. Equally important is familiarity with the rules and regulations of the Academy of Fetish Arts. This will reduce incidences of offence due to rule violations. Some things that may not be violations, include but are not limited to:

- Getting bumped accidentally
  
- Not enjoying a consented activity or scene
  
- Personality differences
  
- Play too intense
  
- Someone viewed as being annoying to others

- Others' intense or unusual scenes
- Not appreciating how the top performs
- An individual inexperienced in a consented activity
- A lack of diplomacy or tact
- Another's vocalizations during their scene
- A scene is just not working

These may be cause to prematurely terminate a scene, by a top or a bottom, but they are not likely to be violations of rules or consent.

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## C. Definitions

It is important to have a clear definition of the terms, abbreviations, and acronyms, which are used in this document. The following are the definitions as specified by the AFA:

1. **Reporter** – is an individual making a report of their own experience.
2. **Reported** – is an individual about whom a reporter is claiming committed a violation.
3. **Experience** – is any set of circumstances that have brought about the undesired incident or activity, which is outside the realm of being consensual.
4. **Consent** - Consent is an informed, enthusiastic, uncoerced, revocable, negotiated agreement to engage in any BDSM, fetish or kink activity.
5. **Consent Violation** – any undesired breach of the terms and conditions used to define consent.

6. **Rule Violation** – any breach of the rules and regulations for personal conduct at the AFA.
7. **Support person** – is a person of the reporter’s choice, whose purpose is to provide emotion support and assist a reporter in their efforts to seek resolution of their experience.
8. **Manager on Duty (MOD)** – is a member of the AFA board, Staff, or AFA Board approved personnel performing duties assigned to the position. There will always be a MOD on duty and is the person to whom any violation should be first reported.
9. **Consent Review Committee** is a panel of membership elected persons, whose charge is to review those formal complaints of consent violations and make determinations as to the resolution of the charges, based upon the facts. This panel is not to contain any AFA board personnel and is to be totally separate from them.
10. **Consent Review Committee Point Person** – This is a person who is chosen by the reporter and/ or reported respectively, or appointed by the CRC Chairperson if the reporter/ reported has no declaration for a specific person, after an IRF has been filed; who is to notify their respective reporter/ reported person with updates as to what is happening with the process of the investigation, and be a person that the reporter/ reported can contact should they have questions. This person may also attend interviews with all parties involved when possible.
10. **Incident Report Form (IRF)** – (IRF) is the form completed by the Manager on Duty during a discussion of the experience with the reporter and/or reported. This form will be required for all consent violations being formally reported.
11. **First Responders** – may be members of law enforcement or may be members of emergency medical response teams.
12. **Processing Individual-** this is the first person (AFA MANAGER ON DUTY ,MOD, or CRC Board member) who receives the filing complaint and must forward the IRF or complaint on to the CRC board

## Duties, Responsibilities, and Requirements

## 1.Support person

- Can be a person of reporter and/or reported's own choosing and is there at the behest of the reporter and/or the reported
- May accompany the reporter and/or the reported during any part of the process
- Only involved if/ when reporter and/ or the reported,who requested them, desires.
- This person only interacts with the reporter/ reported party they have been chosen by but may be interviewed separately as a witness.
- Must not coerce reporter and/ or the reported to state or do things they don't want

## 2.Manager on Duty – (MOD)

- Must be an AFA board member or approved staff assigned to work the MOD position.
- Call first responders, if required or requested by the reporter
- Have reporter complete the IRF with the Manager on Duty or person assigned by them.

## 4.Consent Review Committee

- CRC members are to be dues paid members of AFA who have gone through orientation and are in good standing. All positions are duly elected every 2 years.
- Receive IRF of a consent violation.

- . Notify the reported person and complete the IRF.
- Review and analyze the IRF.
- Talk to reporter.
- Talk to reported.
- Gather additional information.
- Talk with witnesses.
- Evaluate what the reporter/ reported wants as a consequence regarding the claimed offense.
- Determine the merits of the complaint.
- . Sends restorative or corrective actions to the AFA board when applicable for implementing.
- Notify the reporter, reported, and AFA board.

## 5. AFA Board of Directors

- Handle the rules violations
- Handles all appeals
- Implements the corrective and/ or restorative course of action for both rules and consent violations.

## **II. Consent Violation Reporting Procedures**

## A. Beginning the process

Any person who believes that they have been the recipient of a violation is strongly encouraged to indicate to the individual(s) in no uncertain terms that they are to cease and desist in their actions. Whether or not the individual(s) terminates their offensive behavior, the recipient of the ill behavior is encouraged to report that incident. Any IRF filed between the time of incident through 60 days, and are considered a consent violation will be investigated by the CRC. At the conclusion of the CRC investigation, the original IRF(s) for the Reporter and Reported, along with the CRC's report and any corrective actions will be sent to the AFA board and these items are to be entered into the general minutes for the AFA board meeting. These documents are to be made available to any AFA member. It is entirely possible that a reporter and reported may not want any action to be taken against the reported but want the incident on record. If both the reporter and reported agree that they wish no action be taken other than a written record of occurrence, the report will be filed with The CRC and recorded by the AFA board. If the reporter and reported do not agree on this course of action, the investigation will occur.

If an IRF is filed between 61 and 180 days, the IRF will be taken by the CRC, the reported will be asked to complete an IRF of their own in a timely manner, no more than 7 business days. These IRFs will be given to the AFA Board in executive session. THE AFA Board will determine the course of action warranted in each situation by majority vote. Possible options include having the CRC board investigate the IRF or filing the IRF to be shared only with MODs. If the AFA Board does ask the CRC Board to investigate the IRF the process and guidelines remain the same as if the complaint fell within the 60 days reporting period. Once these revised Safety & Consent Violation Procedures are approved by the AFA board, these time periods will become retroactive for filed IRF reports within 180 days of Sept 27th 2023.

These are the following ways to initiate an Incident Referral Form (IRF):

1. Contact the Manager on Duty while at an AFA event.
2. Contact any CRC board member
3. Email the AFA Chairperson directly at [afaconsentchair@gmail.com](mailto:afaconsentchair@gmail.com)
4. Go to the CRC sticky tab on FetLife's Academy of Fetish Arts page,



download an IRF document, fill it out, and email it to  
afaconsentchair@gmail.com.

A1.0 INCIDENTS REPORTED WHILE AT AN AFA EVENT. A verbal report of an incident may be made to the Processing Individual. The Processing Individual will advise that the reporter has the right to call first responders or request the MOD contacts first responders or, if medically necessary, the Manager on Duty will call first responders.

If the reporter wants to file a formal IRF, the Processing Individual must inform onsite CRC members. If there are no onsite CRC members to receive the IRF the Processing Individual will email the IRF to the CRC Chair once it is completed. It is the duty of the Processing Individual to assure that the CRC board acknowledges receipt of the IRF within the guidelines outlined here.

If first responders are called, the AFA Board is notified of the situation. The AFA Board can decide if one or both parties will be suspended from AFA functions until further notice.

For those situations that do not involve first responders, the CRC will, after taking a report, consult both parties with the desired result of bringing resolution and closure to the incident as soon as possible within the guidelines outlined here.

A2.0 CONTACT AFTER EVENT TO ANY CRC MEMBER A verbal or written report of an incident may be made to any CRC member after the conclusion of an event either in person or through electronic means such as Fetlife or email. If the reporter wants to file a formal IRF the CRC member will forward the IRF on to the rest of the CRC board within the guidelines outlined here. If first responders are called, the AFA board is notified of the situation. The AFA Board can decide if one or both parties will be suspended from AFA functions until further notice.

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## B. AFA Rule Violations

AFA Rule Violations that are not considered consent violations are to be handled by the Manger on Duty and/ or the AFA Board. The AFA Board can be reached in person at a board meeting, an email from the AFA website, direct message through any social media used by AFA, or any other method the AFA Board decides to use.

## C. Consent Violation Reporting Procedures with Timelines

The Processing Individual (be it MOD or CRC Member) who receives the initial report must make clear to the reporter that they are acknowledging the receipt of the IRF within 72 hours. If you do not receive a response in that timeframe please contact another member of the CRC or the AFA Board directly. After the Processing Individual has ensured that all relevant information has been obtained and included in the IRF from the reporter, this completed form is forwarded to the Consent Review Committee along with acknowledgement to the reporter that the completed IRF has been sent to the CRC board for processing.

Once the IRF form is received by the CRC board the board will within 72 hours send notification and initiation of the review process to all parties involved, and inform the AFA Board that a CRC investigation is underway. If for any reason the CRC board believes it may be warranted the AFA board will be apprised of the details of the investigation while it is ongoing to take necessary actions including temporarily suspending membership to involved individuals.

Upon notification, the reporter and reported will have the option to choose a Consent Review Committee Point Person. The CRC will further investigate the circumstances and merit of the claims presented by the reporter and reported for further evaluation and determinations. CRC interviews with involved parties will be conducted with the intent to clarify information. The CRC will conduct their investigation in a timely manner, with updates being sent to both the reporter and reported as well as support persons no less than once a week until the conclusion of the investigation.

Once the CRC board has concluded the investigation and determined the corrective or/and restorative action they will send the IRF, reports, and recommended corrective or/and restorative action to the AFA board. The CRC Point Person(s) will also notify the parties that the investigation is concluded and to await notification by the AFA board.

The AFA board will have 7 days to implement the corrective or/and restorative course of action and notify the parties of the implementation. If the reporter or reported wishes to appeal the corrective or restorative course of action, they may do so. All appeals will be conducted solely by the AFA board.