

# RS FEVA HATEFUL CONDUCT POLICY



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**Hateful conduct:** You may not promote violence against or directly attack or threaten other people on the basis of race, ethnicity, national origin, caste, sexual orientation, gender, gender identity, religious affiliation, age, disability, or serious disease. We also do not allow members whose primary purpose is inciting harm towards others on the basis of these categories.

**Hateful imagery and boat names:** You may not use hateful images or symbols on your boat, sails or associated equipment. You also may not use your boat name, team name or sponsors names to engage in abusive behaviour, such as targeted harassment or expressing hate towards a person, group, or protected category.

## Rationale

The UK RS Feva class association recognises that if people experience abuse on or off the water, it can jeopardise their mental health. Research has shown that some groups of people are disproportionately targeted with abuse. This includes; women, people of colour, lesbian, gay, bisexual, transgender, queer, intersex, asexual individuals, marginalized and historically underrepresented communities. For those who identify with multiple underrepresented groups, abuse may be more common, more severe in nature and more harmful.

We are committed to combating abuse motivated by hatred, prejudice or intolerance, particularly abuse that seeks to silence the voices of those who have been historically marginalized. For this reason, we



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**Rev:** 00  
**Doc No:** FEV-POL-01

prohibit behaviour that targets individuals or groups with abuse based on their perceived membership in a protected category.

If you see or hear something at an RS Feva event that you believe violates our hateful conduct policy, please report it to us.

### When this applies

We will review and take action against reports of members targeting an individual or group of people with any of the following behaviour, whether on or off the water.

#### Violent threats

We prohibit violent threats against an identifiable target. Violent threats are declarative statements of intent to inflict injuries that would result in serious and lasting bodily harm, where an individual could die or be significantly injured, e.g., "I will kill you."

**Note:** we have a zero tolerance policy against violent threats. Those deemed to be issuing violent threats will face immediate and permanent suspension of their class membership.

## **Wishing, hoping or calling for serious harm on a person or group of people**

We prohibit comments that wish, hope, promote, incite, or express a desire for death, serious bodily harm, or serious disease against an entire protected category and/or individuals who may be members of that category. This includes, but is not limited to:

- Hoping that an entire protected category and/or individuals who may be members of that category dies as a result of a serious disease, e.g., "I hope all [nationality] get COVID and die."
- Wishing for someone to fall victim to a serious accident, e.g., "I wish that you capsize and drown next time you barge in at the start."
- Saying that a group of individuals deserve serious physical injury, e.g., "If this group of [slur] don't shut up, they deserve to be shot."
- Encouraging others to commit violence against an individual or a group based on their perceived membership in a protected category, e.g., "I'm in the mood to punch a [racial slur], who's with me?"

## **References to mass murder, violent events, or specific means of violence where protected groups have been the primary targets or victims**

We prohibit targeting individuals or groups with comments that reference forms of violence or violent events where a protected category was the primary target or victims, where the intent is to harass.

This includes, but is not limited to comments or heated interactions that refer to:

- genocides, (e.g., the Holocaust);
- lynchings.

## Incitement against protected categories

We prohibit inciting behaviour that targets individuals or groups of people belonging to protected categories. This includes statements intended:

- to incite fear or spread fearful stereotypes about a protected category, including asserting that members of a protected category are more likely to take part in dangerous or illegal activities, e.g., “all [religious group] are terrorists.”
- to incite others to harass members of a protected category at or after an event, e.g., “I’m sick of these [religious group] thinking they are better than us, if any of you see someone wearing a [religious symbol of the religious group], grab it off them and share pics!”

Note that content intended to incite violence against a protected category is prohibited under **Wishing, hoping, or calling for serious harm on a person or groups of people.**

We prohibit targeting individuals and groups with comments intended to incite fear or spread fearful stereotypes about a protected category, including asserting that members of a protected category are more

likely to take part in dangerous or illegal activities, e.g., “all [religious group] are terrorists.”

### **Repeated and/or non-consensual slurs, epithets, racist and sexist tropes, or other comments that degrade someone**

We prohibit targeting others with repeated slurs, tropes or other comments that intend to dehumanize, degrade or reinforce negative or harmful stereotypes about a protected category. This includes targeted misgendering or deadnaming of transgender individuals. We also prohibit the dehumanization of a group of people based on their religion, caste, age, disability, serious disease, national origin, race, ethnicity, gender, gender identity, or sexual orientation. In some cases, such as (but not limited to) severe, repetitive usage of slurs, epithets, or racist/sexist tropes where the primary intent is to harass or intimidate others, we may require event disqualification. In other cases, such as (but not limited to) moderate, isolated comments where the primary intent is to harass or intimidate others, we may deduct points as further described below.

### **Hateful imagery**

We consider hateful imagery to be logos, symbols, or images whose purpose is to promote hostility and malice against others based on their race, religion, disability, sexual orientation, gender identity or ethnicity/national origin. Some examples of hateful imagery include, but are not limited to:

- symbols historically associated with hate groups, e.g., the Nazi swastika;
- images depicting others as less than human, or altered to include hateful symbols, e.g., altering images of individuals to include animalistic features; or
- images altered to include hateful symbols or references to a mass murder that targeted a protected category, e.g., manipulating images of individuals to include yellow Star of David badges, in reference to the Holocaust.

Boat stickers or sail banners depicting hateful imagery are not permitted at any RS Feva event.

## **Do I need to be the target of this content for it to be a violation of the RS Feva Rules?**

Some comments or conversations may appear to be hateful when heard in isolation, but may not be when heard in the context of a larger conversation. For example, members of a protected category may refer to each other using terms that are typically considered as slurs. When used consensually, the intent behind these terms is not abusive, but a means to reclaim terms that were historically used to demean individuals.



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When we review this type of comment, it may not be clear whether the intention is to abuse an individual on the basis of their protected status, or if it is part of a consensual conversation. To help our team understand the context, we sometimes need to hear directly from the person being targeted to ensure that we have the information needed prior to taking any enforcement action.

**Note:** individuals do not need to be a member of a specific protected category for us to take action. We will never ask people to prove or disprove membership in any protected category and we will not investigate this information.