



# Pagan Fringe Conduct Agreement

*Published: 15 February 2025*

The Pagan Fringe Conduct Agreement outlines the values and expectations that guide our community and events. It serves as a framework for creating a welcoming, respectful, and safe environment for all participants. By attending our public events, we ask that you please **do your best** to uphold these principles, ensuring that everyone can engage in meaningful and enriching experiences.

## 1. Respect and boundaries

Treat everyone with kindness and honour personal limits.

- Treat all participants, facilitators, hosts, attendees and guests with respect and kindness.
- Discrimination, harassment, or abusive behavior based on race, gender, sexuality, age, ability, religion, or any other aspect of identity is not tolerated.
- Respect differing paths, traditions, and beliefs within the pagan and witchcraft communities. We can have healthy discussion and even disagree, without making enemies amongst ourselves.
- Respect others' pronouns and gender identity. If you are asked to use a particular pronoun, including gender-neutral pronouns, please respect this. If in doubt, ask.

## 2. Consent is Key

Always ask before engaging physically or energetically.

- Consent must be obtained before engaging in any physical, magical, or energetic interaction with another participant.
    - Example: Always ask before offering hugs, performing healing, or casting spells for someone else.
  - Respect others' personal boundaries without question or argument.
  - Acknowledge that a person can revoke consent at any time, for any reason.
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## 3. Safety and Wellbeing

Prioritise safety and emotional care in all spaces.

- Be mindful of personal and communal safety:
  - If tools, candles, or open flames are involved, use them responsibly and ensure sensible safety protocols are followed.
  - Refrain from the use of substances that could impair judgement or create unnecessary risk – eg please do not get drunk before attending an open ritual
- Emotional and Trauma Safety – we acknowledge that pagan and witchcraft spaces can be deeply personal and transformative, and sharing experiences is often a part of community bonding. However, we ask that participants be mindful of "trauma dumping"—the unfiltered or unsolicited sharing of distressing personal experiences especially in group settings. Please respect the emotional capacity of others; not everyone is in a position to process or support deep emotional disclosures at any given time.
  - If you feel unsafe or uncomfortable, please reach out to an event host or organiser or designated safety contact immediately. We are here to assist and help as much as we can.

## 4. Confidentiality and Privacy

Respect personal information and maintain privacy.

- Please respect the privacy of other attendees. Do not take photographs, record, or share personal details without explicit permission. Please put your phone away and switch it off or to silent when directed to.
  - What is shared in sacred or private spaces remains confidential unless otherwise agreed by all parties.
  - Not everyone is openly known in their communities as openly practising witchcraft or following a pagan path. Discretion, privacy and confidentiality around identity is important.
  - **Community awareness and trust** – While we respect privacy and confidentiality, we also encourage a culture of informed participation. If you are unsure about a person, group, or event, it is **always** okay to seek insight from trusted members of the wider community. Healthy community engagement includes open dialogue, due diligence, and trust-building, while still respecting individual privacy.
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## 5. Accountability and Conflict Resolution

Address conflicts calmly, with mutual respect.

- If a conflict arises, approach it calmly and respectfully. Event organisers can assist to mediate if needed. We encourage mature, respectful discussion and conflict resolution.
  - Serious violations of this Conduct Agreement may result in being asked to leave the event without refund (if it's a ticketed event) or exclusion from participation in future Pagan Fringe activities.
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## 6. Accessibility and Inclusivity

Ensure everyone can participate, with accommodations as needed.

- We strive to make events as welcoming and as accessible as possible for everyone. Where we can, we will book accessible venues. Please notify the organisers in advance of any specific needs, and we will do our best to accommodate them. If we are

not clear on what we can provide or accommodate with our events, please ask and we can clarify our public facing materials.

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## 7. Leave No Trace (leaf)

Care for the environment and clean up after yourself.

- Respect the venue and natural surroundings by cleaning up after yourself and minimising waste.
  - Be mindful of environmental impacts, especially in outdoor spaces.
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## 8. Participation and Personal Responsibility (person meditating)

Engage mindfully and be responsible for your actions.

- Your presence at Pagan Fringe events is entirely voluntary. You are responsible for your actions and experiences. We warmly welcome you. Your participation is always voluntary, and you are free to step away if needed.
  - If you choose to engage in magical or ritual activities, please understand your personal capacity and the potential energetic effects. Participation in magical or ritual practices is a personal decision and carries its own spiritual, emotional, and energetic responsibilities. Be mindful of your intentions and the energy you bring into the space.
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## 9. Event-Specific Guidelines (clipboard)

Follow any extra instructions or requirements for each event.

- Please be mindful and follow any additional guidelines or instructions provided by event organisers, such as timing, attire, or preparation requirements.
- Some events may have age restrictions or specific participation criteria; these will be clearly communicated in advance.

## **Contact and where to go for help**

- If you experience or witness something which varies from this Conduct Agreement, please let us know in person, or at [paganfringe@gmail.com](mailto:paganfringe@gmail.com) as soon as possible. Your concerns will be addressed with care and confidentiality.
- Anonymous feedback options are also available here (link to: [https://docs.google.com/forms/d/e/1FAIpQLSe3snLxFsiTmOd9bo9sMqlvNA\\_CJmbhRm0mRITjsKlzORLBCQ/viewform](https://docs.google.com/forms/d/e/1FAIpQLSe3snLxFsiTmOd9bo9sMqlvNA_CJmbhRm0mRITjsKlzORLBCQ/viewform)) or leave an anonymous note in person to pop in our feedback box for in-person events.

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