national coalition for sexual freedom

Forming a Consent Response Team for Events & Play Parties

Structure

- The members of the Consent Response Team (CRT) need to be separate from the event staff and producers.
- There also needs to be a separation in the communications – the event organizers will be alerted if something serious is happening. Otherwise the event staff needs to be hands-off.
- Members of the CRT needs to be diverse in race, gender, age and orientation.
- It's recommended you use 2 people in shifts for a play party. A 6-person team is good for a weekend conference, with 2 on at a time for 6-hour shifts, with the 4th shift the sleeping Team Lead being on-call.
- CRT on duty and Team Lead must have radios.

Visibility

- Announce the CRT in the program and mention the team during the opening ceremony.
- Create a Consent Policy so everyone knows what is expected of them.
- Meet with the Dungeon Monitor (DM) & staff to let them know the process.
- If you need the CRT, call the team member by name over the radio rather than "Consent Response Team" because people may overhear.
- Provide a 2-sided badge so one side is regular and the other is orange/red with CRT on it that they can wear while they're on duty.

Taking a Report

- Always introduce yourself "I'm a member of the Consent Response Team – would you like to talk to us?"
- Give the person a bottle of water. It helps ground them. You can also give a snack or a chocolate. You can have a little blanket they can wrap around themselves if needed.
- You can take notes during the interview, but ask first to make sure they are okay with that.
- Don't send anything in writing to the rest of the CRT or event staff via Discord, social media, text or chat.
- Don't suggest mediation or bringing people together to discuss what happened. Always interview them separately.
- You are not performing an "investigation" but finding out what they experienced from their point of view. When a consent incident has been reported to you, whether or not it happened at your event, talk to each person individually.

  General questions to ask the person who is reporting:
    - Where would you like to start?
    - Do you remember what you discussed prior to the incident about what you wanted to do and your limits?
    - What do you recall saying or doing when this incident happened?

- Were there any injuries?
- Has this person done anything like this to you before or violated your consent?
- Can you tell me about any people who might have seen what happened?

Ask the person who is being reported:

- Where would you like to start?
- Do you remember what you discussed about what they wanted to do and their limits?
- What do you recall saying or doing when this incident happened?
- Were there any injuries?
- Can you describe your previous interactions with this person?
- Can you tell me about any people who might have seen what happened?

Ask any witnesses:

- Did you hear their negotiations?
- Were you told what the expectations or limits were?
- Can you tell me what you saw and heard?
- Can you tell me about any people who might have seen what happened?

- Ask the reporting person what they want to happen now. Listen to them. Relay their desires to the event organizers for a final decision.
- You can make a form online to create a formal report after the interview. A secure encrypted form is best. Or a Word form, but be aware that those can be altered.
- Don't put your own inference in the report, make it very factual, for example not calling the attendee irritated unless they say they are irritated.
- Team Lead should touch base with those involved in the incident at some point during the event to give their phone number for any follow-up that's needed.
- Have someone on call, like NCSF, in case you need a referral to victim advocate.

When to Alert Others

- If an attendee needs to call 911 or ambulance, encourage them to do so. Alert the Team Lead who can inform the event organizers.
- If harm is continuing - make it stop. Will harm continue on? Is there additional risk of harm? Get the Team Lead to help make it stop, if needed.
- If there is something that has occurred that rises to the level of sexual assault or criminal charge, the Team Lead should contact the event organizers.
- If a team member hears about nonconsensual penetration or genitals touched, call in the Team Lead so you can handle it as a team.
- There should be in-person debriefings when people hand the radios off at end of shift or to the Team Lead, who can then inform the event organizers when needed.
- All reports need to be written up and given to the event organizers within two weeks.

Training Practices for Team

- Everyone needs to go through the training or have worked on Consent Response Teams before. Training includes the procedures and policies of the group/event.
- Everyone agrees to Non-Disclosure of anything they hear or see while doing their CRT duties. Only inform the Team Lead, other team members and the event organizers that an incident occurred. No discussion of incidents outside the CRT.
- Give the team the Trauma Pamphlet so they understand the way people react to trauma.
- Have two group conference calls with the team prior to the event in which you go over the procedures and everyone can ask questions and express concerns.
- Have an in-person group meeting at the beginning of the event. Everyone has their own notebooks to take notes.
- During the event, if anyone has questions, ask the Team Lead.
- Do a debrief at the end of the event with the CRT.
- Check in a week afterwards with each member of your CRT to help them process what happened.

Tips for Team Leads

- The Team Lead should meet with Security, Dungeon Monitors & Medical Staff to familiarize them with the services of the CRT.
- Ask team members to let you know 1 week prior to the event if they need time off during the event.
- Alert team members that an emergency may require them to go on duty during their off-hours, ie. another team member is unable to work their shift, another team member couldn't make the event, another incident occurs simultaneously, etc.
- Team Leads should always check in on team members during and after the event to offer emotional support. This work can be emotionally taxing and team members can experience a sort of drop from handling issues at an event. Be aware of heightened sensitivity/fragile emotions.