

Accountability Process Summary Relative to an INKink Board Member

 [Indiana_Kink](#) MOD ORG

Update and final outcomes summary to Previous Post "[Active Accountability Process Relative to an INKink Board Member](#)"

Upon the completion of our follow up to a direct victim report, the below permanent and long term outcomes are in effect. These outcomes, and how they have been presented and decided, have been determined in accordance with our current policies and procedures, and in direct coordination and active communication with the individual to whom harm was caused. Everything following specific to this incident, has been framed, worded, and determined in accordance with the victims guidance, input, preferences, requests, review, and consent:

- Our prior board member has been permanently

- Our prior board member has been permanently removed from the board and deemed permanently ineligible for any leadership, teaching, or other positions of power.
- They are banned indefinitely* from attending all INkink and Studio10 sponsored or affiliated events, regardless of the nature of the event or location. This includes any private rentals or other groups' use of Studio10, or in any affiliation or partnership with INkink or Studio10.

*The indefinite ban may be petitioned after a minimum period of 5 YEARS for reconsideration.

This however is no guarantee of any change, nor any statement of intent to lift the ban at that time.

In order for a petition to even be considered, the following must be completed:

- Petition for consideration must be on or after 2/9/2029
- The individual must have completed, AT A MINIMUM, various courses and workshops on the topics of basic and more advanced consent practices, Power dynamics and consent when in positions of power, non-verbal communication in kink, trauma-informed practices, and rough body play safety (specifically a focus on choking

and breath play), though we encourage more depth and range.

- The above content explored should have a personal reflection attached to each topic as to how it relates to the harm occurred and the growth measures implemented through lifestyle changes and any other means undertaken
- IF consideration is granted, an in-person meeting with INkink will be required to discuss measures taken during the time away and a broader reflection to determine suitability for any consideration
- INkink will also meet with the victim who reported to discuss their wishes and comfortability before deciding on any consideration

If the above requirements are not met or a petition is not made, then the ban will continue to exist indefinitely. Regardless of any petition, there will be no path back for leadership, teaching or other positions of power.

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Before providing some additional details on our process, we want to offer our apologies, to not only the victim but to the broader community. As this is someone we gave power and authority to, we have an obligation to acknowledge this fact in particular and the harm that has occurred, not only here but in the broader span of community. The lack of understanding of power and authority this individual had, along with threats relative to the victim speaking out about the incident, and the acts of harm that occurred are just two of many reasons we will not be allowing any path back to leadership.

It's fundamental and imperative that as community members who hold power we understand the implications and nuances of what that means, and hold ourselves, and are held to, an even higher standard. It's our hope by holding this individual accountable to this, and to ourselves in publicly acknowledging it specifically, that we can regroup in our community role, bring further awareness to this aspect of consent and responsibility, work to continue to hold ourselves to a high standard, and educate others on this and other key principles of individual and community-based consent.

We will also be conducting regular formal reviews of our policies and procedures, as well as our handling of specific reports and outcomes in order to make appropriate adjustments, account for appropriate outside victim and accused feedback and to

outside, victim, and accused feedback, and to continue to learn and evolve in our goals. Goals that include being as fair, consistent, and objective as possible. It is our intent to engage in this first such review following the upcoming publication of our initial Accountability Process ethos and high-level overview of our philosophy, approach, policies and procedures. We intend to make public a summary of the results of this review and any subsequent changes made and lessons learned.

Below, in the spirit of transparency and documenting some key facts and guiding principles of our process, are some additional details related to this specific incident and INkink's approach to addressing such incidents.

This writing is not meant to be a comprehensive documentation of our views, processes, or policies. Any omissions should not be construed as intentional or representative of something lacking or not considered in our philosophies or approach.

While we are always open to comments, feedback, criticisms, ideas, etc. **Please consider this before engaging in any "well what about this or that" or**

While we are always open to comments, feedback, criticisms, ideas, etc. **Please consider this before engaging in any, "well what about...this or that" or other hypothetical or conjecture-based statements.**

As noted in a prior recent writing "INkink Consent Practices Framework - Efforts to Date and Near-Term Plans", we are in the process of defining and documenting a framework, and associated details around the INkink philosophy, policies, and procedures around consent violations and our overall accountability processes. **This is being done specific to, and to be applied to, our group, our events, and our affiliated venue space.** When we have a final draft, we intend to have the document peer reviewed, and ultimately to share it with the community as something others can choose to adopt, modify, expand on, or ignore as they see fit and as they determine is best for their group, events, venues, etc.

- This is a process that takes time as we are working hard to be comprehensive, thoughtful, and work to ensure we are consistent, fair, and subjective as well as true to our foundational principles and philosophies.
- We will continue to provide community updates as we are able and as appropriate.
- As we work toward this goal, new incidents and situations will arise and we will do our best as leaders, but also as humans, to address them to the best of our abilities and abilities within what

the best of our ability and in line with what we are working toward. We will make mistakes, but we will learn and adapt, and not be reluctant to change our approach or specific policies when and where it is appropriate to do so.

- **We are not endeavoring to develop or implement a solely or full "Restorative Justice" process.** Our process is intentionally titled using the word "Accountability". This process includes **elements of restorative justice**, seeks to address and help reconcile harm, and where appropriate endeavors to educate and encourage growth learning and offer a path back for those willing to take responsibility, acknowledge the harm they caused, and do the work to earn that consideration. This process also includes punitive and potentially other consequences and may vary dependent on the specifics of a given situation, degree of anonymity a victim asks for, history of those involved, degree of willingness of parties involved to participate, assessed risks and safety concerns of those involved and others, and other such factors.
- **Our approach and guiding philosophies are "victim forward", and are intentionally designed, and actively seek, to put victims FIRST above all else.** To the degree we are able, we work to ensure that all we do is guided by victim input, feedback, preferences, and wishes as determined by them to be best for their

as determined by them to be best for their sense of safety (mental / emotional / physical), comfort, closure, and healing. Actions we take, the timing of what we do, the approach we take, the words we use, and the information shared will all be done with the victim's input, knowledge and consent. This can often extend our overall process time, public responses, and finalization of our reviews due to their availability, them being in a position / good place to talk and discuss things, and general consideration for their well-being, healing, and personal agency. We will never push in these regards and will always defer to the victims' availability and any time they need to engage with us as they deem is best and safest for them. **This does not mean and should not be construed as us not having taken any action, stalling, or intending to hide or cover anything up.**

- We will not compromise the above tenants of our approach due to threats, un or ill-informed third-party opinions, publicly stated conjecture, or external pressure. Our default policy and approach is also, unless absolutely necessary, to not engage in any online public debates, arguments, attacks, or accusations / statements based in misinformation, conjecture, hypotheticals, virtue signaling, or the like.
- INkink is a private club, and Studio10 is a

- INkink is a private club, and Studio10 is a privately owned multipurpose and multi-use studio space that serves various functions related and unrelated to the kink community. Our first responsibility is to those who attend our events and to keep our events and space(s) as safe as we can for our attendees by creating safe and comfortable environments in which to come and participate in. We are not, nor do we seek to be, a government, an overarching governing or advisory organization, an elected body, nor a policing force outside of our events or venues (though this is not to say we will not take action on certain things that happen outside our event or venues when appropriate to facilitate our primary responsibilities).

Notes Specific to The Process Followed for This Incident

The following is not intended to be a comprehensive documentation of all conversations or actions taken on this matter. Any omissions should not be construed as deliberate, representative of something lacking, not considered or done, or any intent to hide, delay, or cover anything up.

- The timing of our actions and public communications have been largely driven by our victim forward approach, as noted above, as well as the coordination of our volunteer board, all with their own individual lives, families, jobs, other commitments, real-time life issues, and personal considerations. No one sought to intentionally delay or impede any part of this process.
- There was also NO intent, plan, conspiracy, or other consideration to treat the perpetrator any differently than anyone else, to hide or cover anything up, or to attempt to find a way to subvert consequences due to this individual being a board member or any personal relationships with other board members. In fact, from the very beginning we acknowledged the importance that, if anything, we hold this individual to a higher standard, and that we ultimately (as our victim forward approach and process allowed) publicly acknowledge and take responsibility for this harm being done by a person we put in power. Similarly there was never any consideration given to this person remaining in a position of power from the moment we received the report of harm..
- One of our board members received a direct personal message from our reporter and the victim in the noted incident. This was then transferred to a formal report by the victim

transferred to a formal report by the victim through INkink's accountability process. At this time, one board member recused themselves in acting or voting for potential personal bias. Additionally, at this time the accused board member was issued a notification of the initiation of an accountability process, which included an **immediate** removal from INkink and studio10 events and all board responsibilities, a requirement from the accountability team to personally notify the board of his report status, and direction to cease any contact with the victim.

The acts of harm **cited directly by the victim** to our board included

1. Lack of informed consent in activities that transpired including, choking to being rendered unconscious
2. Assault through penetration during above cited unconsciousness
3. Lack of informed consent with regard to potential STI risk
4. Making statements to not tell anyone about what transpired thus implying threats of consequences if they did (victim note: this threat was made because he cheated, not because harm was admitted.)

At the time of the initial report, the reporter did not outline any specific accountability action they wished to be taken, rather just wanted us to be aware of the incident. Regardless we did take the immediate action noted above while we continued following our process.

- After taking the report from the victim, we then met with the accused board member. The accused acknowledged acts of harm as reported by the victim, and was responsive to questions and generally engaging in the process in a non defensive manner open to and cooperative with our process and any consequences that may come from it.
- After discussion with both parties, the board convened to discuss the acts of harm that had occurred and potential options for accountability. In drafting potential options, the board met again with the victim to finalize the accountability plan, after allowing time for them to think of their personal needs and wishes in regard to the outcome. At the end of the meeting, the above accountability measures were agreed upon.
- Subsequently, and before publishing, this writing was provided to the victim, for their review and consent in releasing it, with the details noted as they are written, and as in line with their wishes and characterizations of events and harm done.

and characterizations of events and harm done. Consent was given.

Comments are closed for this writing:

- As is our policy out of respect for victims, to prevent further harm being done or details and/or conjecture or misinformation being written or otherwise spread without the victim's consent.
- In line with our default policy and approach to not, unless absolutely necessary, engage in any online public debates, arguments, attacks, or accusations / statements based in misinformation, conjecture, hypotheticals, virtue signaling, or the like.
- It is our opinion that allowing a platform for and engaging in such things on a victim specific accountability process summary such as this, does more to negatively impact the overall safety of our community and discourage victims to feel safe and comfortable in coming forward.
- However, we do support individuals' rights to free speech, to question, post, call out what they believe is appropriate, criticize, or speak their mind. We also are open to feedback, questions, comments, ideas, and criticism, and will respond to those directed through other means, as we are able, and providing they are made in

believe is appropriate, criticize, or speak their mind. We also are open to feedback, questions, comments, ideas, and criticism, and will respond to those directed through other means, as we are able, and providing they are made in an appropriate manner with good and positive intentions.

- INkink Board

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0 Responses

This discussion has been fermée.

Fermée is french for toast. We're multi-cultural like that.