

Anti-Harassment Policy

Our anti-harassment commitment, reporting routes, and response obligations.

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OWNER	Member Experience Lead
REVIEW CYCLE	Annual
STATUS	Adopted

1 Purpose

LinkScape is committed to a harassment-free experience for everyone. Because our community is youth-led and includes minors, we hold ourselves to a high standard of safety. This policy defines harassment and discrimination, the procedures for reporting and investigating them, and the consequences for violations. It works together with the PP-01 Code of Conduct.

2 Definitions

2.1 Harassment

Harassment is unwelcome conduct — verbal, written, or physical — that demeans, threatens, or offends a person, or that creates an intimidating or hostile environment. It includes, without limitation:

- Offensive comments related to age, gender, gender identity, sexual orientation, disability, physical appearance, race, ethnicity, nationality, or religion.
- Deliberate intimidation, stalking, or following (online or in person).
- Unwelcome sexual attention, sexual comments, or sexual imagery in any LinkScape space.
- Any sexual attention directed at a minor, which is categorically prohibited.
- Sustained disruption, threats, incitement of violence, or encouragement of self-harm.
- Publishing another person's private information without consent.

2.2 Discrimination

Discrimination is adverse treatment of a person in access to opportunities, resources, recognition, or participation on the basis of a protected characteristic listed above.

3 Reporting Procedures

Reports can be made to any Executive Leader, to conduct@linkscape.app, or through the anonymous form linked in the community. A report should include, where possible, what happened, when and where, who was involved, and any witnesses or records. No one will be penalized for making a good-faith report.

Any report involving a minor's safety is escalated immediately to the CFO (safety/security escalation owner) and to Hack Club as fiscal sponsor, and may be reported to appropriate authorities.

4 Investigation Process

1. Acknowledgment within 48 hours of receipt.
2. Assignment of an impartial reviewer with no conflict of interest in the matter (per G-05).
3. Interim protective measures where needed (e.g., separating parties, restricting channel access).
4. Fact-finding: interviews with the reporter, respondent, and any witnesses; review of records.
5. Written determination stating whether the policy was violated and the basis for the finding.
6. Communication of the outcome to the parties, respecting confidentiality and privacy obligations.

Investigations are conducted promptly and as confidentially as circumstances allow. Retaliation against anyone who reports harassment or participates in an investigation is itself a serious violation of this policy.

5 Consequences

Severity	Response
Minor / first instance	Formal warning and required corrective action
Serious or repeated	Suspension from LinkScape spaces for a defined period
Severe	Permanent removal from the community
Endangerment of a minor	Immediate permanent removal and referral to authorities

6 Records and Review

Harassment reports and their resolutions are retained confidentially for a minimum of five years. This policy is reviewed at least annually and after any significant incident.

Approval and Adoption

Adopted upon signature by the officers below. Pending ratification at Sprint 0 (see LS-REG-001).

Document Maintenance Log

Version	Date	Author	Changes
1.0	July 23, 2026	LinkScape Leadership	Initial release

LinkScape operates as a fiscally sponsored project of The Hack Foundation dba Hack Club, a 501(c)(3) nonprofit. Hack Club holds the charitable status and every dollar moves through Hack Club Bank.

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