

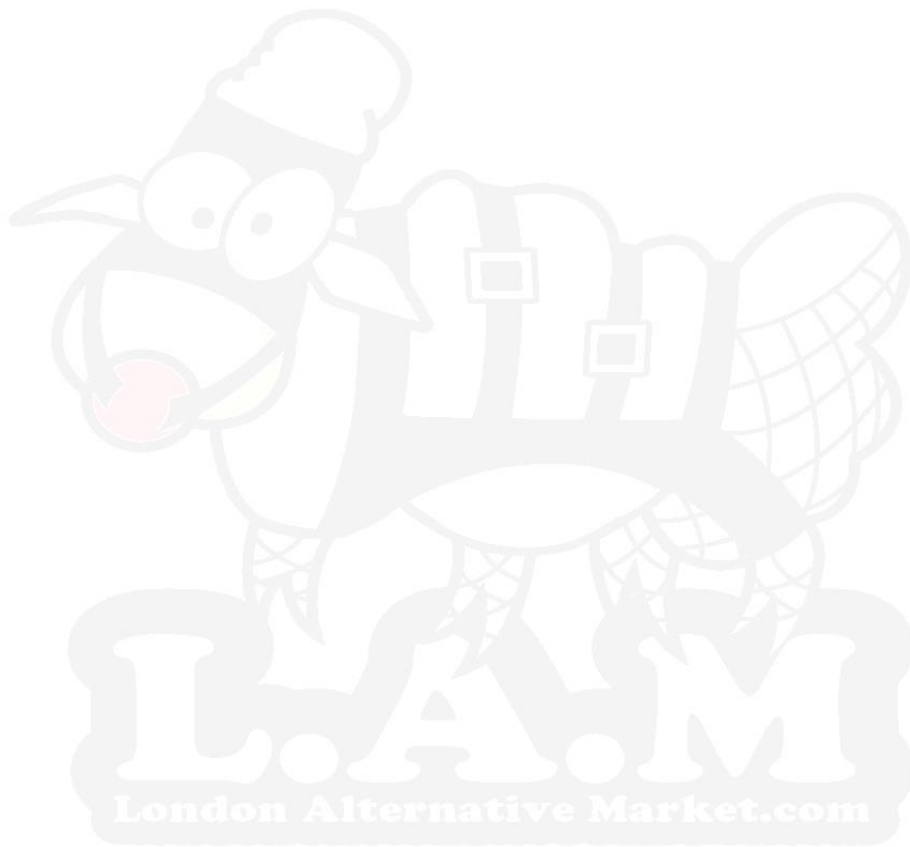
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London Alternative Market Ltd

Prepared by

Cosmic



London Alternative Market

Process and procedure manual

version 3.02

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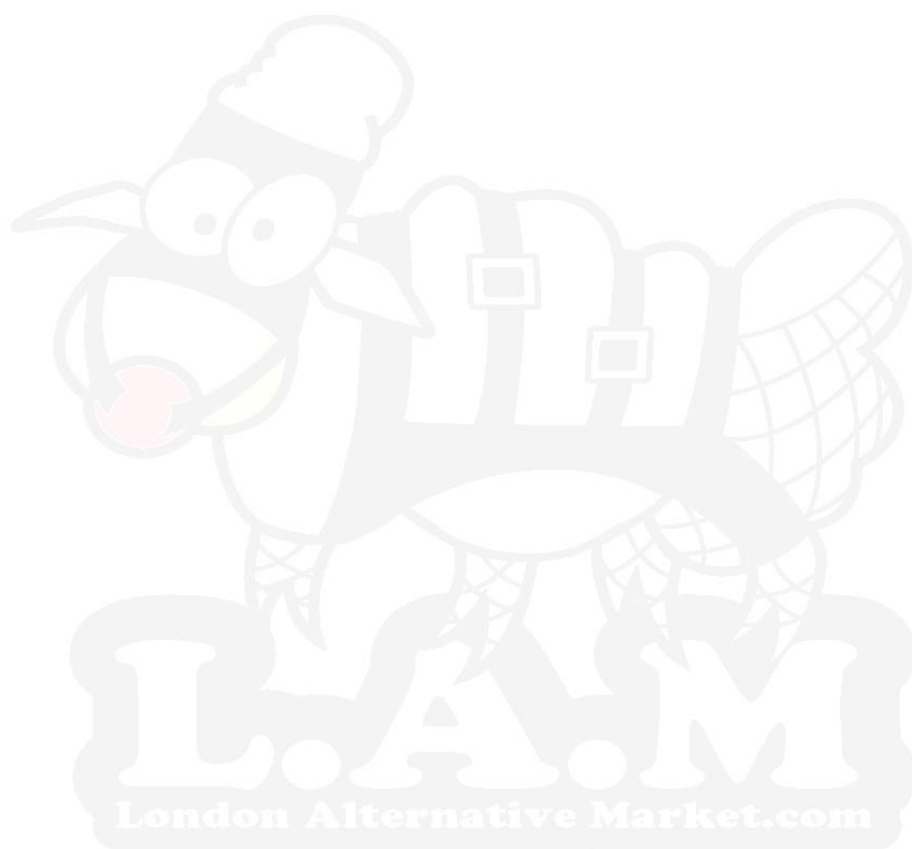
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Introduction

This manual contains all the policies and procedures for London Alternative Market Limited. Its aim is to provide a clear and ethical framework for the smooth running of the event and to set out the standards and expectations of all parties.

While LAM events are open to the public, they are private events by virtue of the ticketed admission and our hire arrangements with the venues we use. As such, all entrants agree to comply with the event's rules, regulations and policies, which are publicly accessible as well as being available at the front desk.

This manual is designed to be adapted and developed as a code of best practice and is not offered as a perfect solution. The feedback and review procedures are in place to allow growth and development, and as such we would encourage anyone who seeks modifications to submit them accordingly.

The guiding principle of this document is consent, and its pivotal role in kink and BDSM within our communities. With your help, we want to make sure the LAM and wider fetish communities continue to provide open spaces for consenting adults to explore their sexualities in an open and non-judgemental environment that encourages consent, communication, and negotiation, within a framework of personal responsibility.

The concept encourages shared and personal responsibility in addressing issues which arise, while providing a clear and accountable set of processes that are designed to clarify everyone's roles and responsibilities. There are consequences for anyone found to be in breach of the guidelines and principles of the event, which are clearly set out within this document.

The process of improvement only works when it is engaged with; if you are asked to submit something, please do so in writing as this is the only way we can act. LAM is not able to act on verbal accounts, other than as part of a formal complaint relating to something that happened at our event or as part of an appeal process.

Above all we believe that clear communication is the corner stone to consensual fun. It also ensures that all issues raised through this process are dealt with in a timely and professional way, with the emphasis on learning from any experiences to reduce the risk of unpleasant things again.

If you want to request changes to this document, please see the last two pages of this manual so they can be considered and integrated if appropriate.

David aka Cosmic1

Managing Director

London Alternative Market Limited

Mission statement

It is our aim to:

- Support the communities of which we are all part by running events to raise charitable donations and to support the many good causes we encounter.
- Create a unique trading and socialising environment for the London alternative lifestyle and fetish communities.
- Put together enjoyable events which are fantastic value for money and are as open and accessible as possible.
- Help educate people about techniques and protocol to enhance their play.
- Create an open and welcoming environment for visitors and stall holders alike.
- Maintain an event that grows and evolves with the alternative communities so that it remains fresh and exciting.
- Run an event which utilises scene suppliers wherever possible.
- Support other events which share our core values.

LAM is known for being one of the most consistent events on the London scene, striving to ensure that we always deliver a first-class trader and guest experience. We have been an integral part of the London Fetish Weekend, giving our traders priority access and preferential pricing to exhibit at one of the flagship international events.

During the last 19 years, we have built a strong reputation with both the venue owners' community in London and other promoters, to the point where we are often asked to collaborate on projects or to find suitable events for a venue. During 2020 we went online and created LAM Live to give some sense of connection during the difficult times that we all went through due to COVID-19, and to continue to promote the businesses we work with.

We continue to provide online content to support the in-person events, as well as to maintain connections with those who are not able to attend our events in person.

Having raised and distributed over £29,000 for good causes since we began, we have helped numerous events with start-up resources and slowly but surely amassed one of the largest collections of quality dungeon furniture in the world with an excess of 60 pieces.

In short, we have delivered and exceeded on our promises and have shared the highs and lows as a supportive community. We have seen the full gambit of births, deaths, and marriages, and yet continually seek new challenges even in the darkest of times.

Above all, we try to maintain a positive and professional event space to help people grow as individuals so that together we can grow as a community.

Guest charter

Our aim is to be as welcoming, open, inclusive, and friendly as we can, at all times. We want everyone to have a good time at LAM events.

We aim to be accessible to as many people as possible, including those with mobility impairments as well as disabilities which may be less obvious to the casual observer.

We request that guests are mindful of the following:

- Everyone has the right to be treated equally unless and until you have consensually negotiated otherwise.
- Excessive alcohol and drugs can cloud the boundaries and perceptions of consent, and anyone found to be beyond a point of clear consent will be asked to leave.
- All play and interactions must be consensual.
- The dress code of any event that has one must be adhered to.
- All attendees are bound by the consent policies of the event.
- The crew are present to ensure the health, safety and enjoyment of all parties, and as such you are requested to abide by any reasonable request they make.
- Please ensure that you are familiar with the dungeon rules and photography policies of the event – in general, photography at our events is strictly limited to official photographers.

If you are not comfortable about something you see, please bring it to the attention of a member of crew so that the matter can be appropriately dealt with. While we acknowledge that some aspects of fetish can be more challenging than others, the appropriate people to address any issues are the crew who have specific protocols in place and guidance on how to respond.

If you're unsure of someone's gender identity, avoid using gender specific pronouns. Instead, try referring to them as 'my friend over here' or 'Star Wars t-shirt over there'.

Consent is key to all that we do. Please respect consent, and the right not to consent, at all times. This means not touching people in any way without first asking their permission and allowing them an opportunity to respond. Should you see a situation in which consent is unclear, either continue to observe until it becomes clear, or, if necessary, ask a crew member to confirm on your behalf.

In the event that you accidentally cause damage to the venue or another person's property while at the event, you are expected to act in a responsible, adult, and ethical fashion in making appropriate reparations as soon as you are aware of the issue.

By attending LAM you agree to the policies and procedures of the event and understand that in the unlikely event of a dispute or complaint you will abide by our policies at the time of the event and consent to our use and storage of data if needed.

If you are barred for a gross breach of the rules, such as a sexual act or non-consensual violence, your picture may be taken to ensure you don't return.

Guests agree to comply with the posted notices and venue procedures for fire and health and safety. Please do not bring external food and drink into the venue.

Kink+

LAM events are “Kink+”, meaning that we are open to all genders and sexualities who accept kink as a positive influence on our lives. We care not what you have between your legs, who you want between your legs, or even if you have *anything* between your legs, we aim to provide an environment that is accepting and welcoming of all kinks and individuals. We even welcome well-behaved vanillas as long as they accept the positive role that kink plays in our lives.

Beyond this, we believe that ERCA is the appropriate framework for interactions between consenting adults:

- **Ethical** – in our interactions with those around us as well as those we are in relationships with.
- **Responsible** – all parties engaged in kink activities have a shared responsibility as well as our individual responsibilities for our own well-beings.
- **Consenting** – is key to healthy kink interactions and should always follow the FRIES¹ model.
- **Adults** – all parties **MUST** be over 18, and fulfil all of the criteria to be considered an adult responsible for their own actions (because we are).

For additional resources and information, we would recommend the following resources:

www.LondonAlternativeMarket.com/education

@TheKinkShrink Debs

@SceneCounsellor Popi

Additional professional and support services can be found via:

www.LondonAlternativeMarket.com/signposts

¹ FRIES consent model:

- Freely given – without pressure or coercion, and not under the influence of drugs or alcohol
- Reversible – activities can be ceased at any stage by either party
- Informed – all parties must have complete understanding of possibilities.
- Enthusiastic – lots of “hell yes”; not waiting for “no”
- Specific – to the activities you have agreed to and only those.
- Enthusiastic – lots of “hell yes”; not waiting for “no”
- Specific – to the activities you have agreed to and only those.

Data, privacy and security

We do not hold data about our guests with the exception of our mailing list, which comprises only those people who have requested to be on it. The mailing list is used to send out newsletters (normally once or twice a month) informing subscribers of upcoming events. This list is never shared with third parties.

As well as visible security around the front door, LAM may from time to time also use covert SIA (Security Industry Authority) door supervisors who may not be wearing their SIA cards on their arms; they will, however, inform you of their status if they need to speak with you.

Anti-trafficking and modern slavery statement

The clear differentiator between the crimes of trafficking and modern slavery is consent. While we would hope that it is evident that these crimes are abuses that we do not condone, it appears that authorities the world over are still confused about the differences between kink and crime.

To be 100% clear LAM does not and will not support any activity that is linked to human trafficking, forced labour, or animal cruelty, and reserves the right to exclude anyone proven to be engaging in such activities.

We do, however, defend the rights of consenting adults to engage in such role plays because that is covered by many of the Human Rights (if you still can't resolve the issue, ask yourself whether putting on a sexy nurse's costume will make you medically qualified). These crimes against humanity are too serious to be foolishly conflated with the activities of consenting adults, and yet we see more kinksters and sex workers under investigation than nail bars and manual / factory labourers.

Safeguarding provisions

Whilst we acknowledge that we have neither the mechanism nor authority to deal with issues outside of our event, we do want everyone to feel welcome and would hope that all guests see the sense in leaving any external issues at the door, though we accept that occasionally special measures or considerations must be put in place. We endeavour to work with our guests to ensure that, wherever possible, their safeguarding needs are accommodated when we are advised of these in advance of the event, so we can make sure that resources are allocated. Any assistance you need can only be processed via the "Pre-event concern / complaints procedure form" (page 16).

If you are subject to Police bail, have been sentenced for a violent or sexual offense, and/or are subject to parole restrictions, we ask you to self-restrict yourself from the event until that matter is completely discharged and any and all aspects of the sentence have been carried out.

Accessibility

If you require assistance while inside the building you are welcome to bring an assistant or carer as a complimentary guest.

Bathroom policies

The facilities at the event are considered 'safe space', and no sexual contact should occur in them. The bathrooms on the stairs down to the lower level are provided on a gender-specific basis, and the ones by the cloakroom in the basement are designated gender neutral. We ask all guests to be mindful of this and to regulate their own conduct and behaviour accordingly.

Any issues relating to the hygiene or cleanliness of the facilities should be reported to the front desk so that it can be immediately dealt with by the venue.

Dress code

Fetish dress code is not necessary to gain entry to LAM events. Jeans and a T-shirt are perfectly acceptable, for example. On the other hand, far be it from us to discourage people turning up dressed up to the hilt in their finest leather, latex, or fabric of choice. The surrounding area can provide an amazing backdrop for a walk about.

You should also feel free to express your chosen lifestyle while at the market; Masters, Mistresses, TVs, slaves, ponies, pets, and other fetishes are all welcomed as we aim to promote an open and accepting environment. The venue does however insist that complete nudity is not permitted, and that military clothing that could cause offence is not acceptable (this specifically includes authentic or reproduction military uniforms of the period 1939 to 1945)².

If someone is not accepting of your choice of outfit, please raise the issue with a member of the crew who will ensure that the matter is dealt with appropriately as soon as possible in accordance with our dispute policy.

Like most licensed premises, the display of genitalia and female nipples is not permitted. The crew has a supply of appropriate tape if needed.

² While we recognise the fact that wearing certain uniforms does not automatically mean that you align with ethically unacceptable philosophies, not everyone appreciates this - in the same way that wearing a nurse's uniform does not make you medically qualified. Also, it should be noted that if you align yourself with those unacceptable philosophies and beliefs, irrespective of whether you wear associated symbols or uniforms, you are unlikely to enjoy such an open and accepting event and should feel no obligation to attend.

Wrist bands

Upon arrival at LAM you will be issued with a wrist band. Guests **MUST** retain their wristband and wear them visibly, as the crew and bar staff will be checking for them throughout the event.

Wrist bands are colour coded as follows:

- **White** – Whole event (daytime and after party).
- **Blue** – Daytime only (please leave by 7pm).

Blue wrist bands can be upgraded to white during the event via the front desk.

- **Green** – Friend of LAM and community.

Green wrist bands are issued, at the discretion of senior LAM crew, to individuals we feel have had a positive influence on the community. We may also ask these individuals to offer assistance to anyone at the event if needed

- **Red** – Conduct caution.

Red wrist bands are issued as a final warning to someone for either their conduct at the event on the day, having received a previous caution, having appealed a previous ban, or through intoxication. If you have your wrist band swapped out to “red” please be mindful of the fact that there will not be another warning, and it may be best to wrap up your day and head home. If you are issued one upon arrival it may be an indication that we wish to ensure that you do not repeat previous behaviour.

This classification can only be appealed in writing. While the front desk will be aware of who will receive a red band, they will not know why and will not be able to discuss the matter.



Dungeon rules and party protocol

1. Please remember the after party is held in a licenced venue, and therefore full nudity and/or genital exposure are illegal as are any acts of a sexual nature.
2. All play must be consensual. If you are playing in a more extreme manner, you must inform the crew before you start to ensure that others do not attempt to interrupt your play.
3. The universal safe words are “RED” and “SAFEWORD” and all guests and crew have a shared responsibility to stop any play should either be heard.
4. Please report any issues of concern as soon as possible to the appropriate members of the crew and allow them to deal with the matter.
5. Do not interrupt play unless you have prior consent from all parties to do so, and avoid disrupting play if you are in close proximity to dungeon furniture.
6. If you appear to be overly intoxicated with alcohol, you will be asked to leave the venue as this could be dangerous to people that are playing.
7. We have a zero-tolerance attitude towards drugs, and anyone caught taking drugs on the premises will incur a lifetime ban.
8. Please clean any dungeon furniture used after play with wipes provided.
9. Please do not rearrange or move the furniture without permission from the crew, as you may be blocking the designated fire exits.
10. **No photography** by guests is permitted (this includes mobile phones). If you want to have a picture taken, please ask one of the official photographers to do so for you. This is to ensure the privacy of all our guests, if you have issues with your face being visible masks are available upon request.
11. Treat others as you would wish to be treated, remember ‘no’ always means ‘no’.
12. Any play that involves bodily fluids is prohibited at the event, as are needles and blood play. If any skin is broken and blood is visible, play must stop **immediately** and the area must be thoroughly cleaned and disinfected.
13. The LAM crew will share details of anyone who has broken our event rules with any promoter and event organisers who requests to be informed of such issues.
14. In the unlikely event of a dispute or disagreement the LAM crew will listen to both sides of the issue but any decision that they make is final.
15. We reserve the right to stop any play we consider dangerous or that could lead to the venue losing their licence.

Rope bondage policy

We recognise that rope bondage can carry certain risks that must be addressed in maintaining a safe and responsible play space. These risks are inherent to the practice of rope bondage and can't be taught or practiced out of occurring, in fact to assume you are too good to have issues is to invite them to happen. These risks increase with the complexity, duration and posture of the ties you engage in. However the risks are reduced by sensible practices and working within your skill level, there are steps that can be taken by both riggers and bottoms that reflect the shared responsibility.

If you are watching rope play, we ask you to be mindful that this is best done with your eyes and not as a running commentary as that can distract people who are concentrating.

We therefore request that all riggers and rope bottoms adhere to the following rules:

- Only use weight rated and appropriate materials – all materials are subject to inspection, and failure to use the right equipment will result in a ban from engaging in further play – especially involving suspension – until your kit has been approved.
- You can only use designated points on the suspension frames, and if you are providing your own it must be inspected and approved prior to use.
- Crew rope spotters are available upon request – assistance must be sought before a tie is started to ensure availability.
- Do not attempt to tie outside of your comfort zone – if you are requested to stop a tie by the crew you must do so as soon as it is safely possible.
- In the event of needing to quickly remove the rope, you must agree to “cutting of the rope” without hesitation to release at least the hands and, if requested, the whole tie. Human life and safety is much more valuable than rope.
- The rigger must immediately stop the tie and communicate with the rope bottom if requested.

In the event of a breach of these rules the rigger and/or rope bottom may be subject to a ban from engaging in suspension at the event. A list of those who are banned from suspension will be visible near any designated suspension points in the venue. Failure to adhere to a ban on suspension will result in a ban from the event.

To appeal an existing suspension ban, please use the “process to appeal ban and rehabilitation policy” so that the matter can be addressed with due process. If the ban was for health and safety reasons, we reserve the right to conduct an appropriate proof of competency assessment prior to lifting the ban.

The bondage area in the workshop room is our designated “peer sharing area” and during the party priority access will be given to activities that follow this format.

In the event that a “nerve issue” occurs (numbness, pain, tingling or burning sensations, unexplained weakness, loss of muscle strength or movement, etc.) both rigger and bottom are responsible for ensuring that the “nerve issue response protocol” (see below) is followed to help minimise impact of any issue.

Nerve issue response protocol

While we recognise that many people enjoy bondage play, there are unpredictable risks associated with some forms of bondage – such as nerve damage. We have developed the following protocol to help reduce the impact of any issues, and we ask that anyone in the rope room assists in this process if safe for them to do so.

- Ensure any “rope pressure” is removed without any added pressure or sudden movements.
- Ensure that the rope bottom remains calm and is physically and emotionally relaxed. In some cases this may mean removing the rigger from the immediate situation (especially with emotionally connected rope scenes, if the rigger is not mindful of transference of stress).
- If you find it useful, prepare a damp cold (but not iced) flannel and apply it to the corresponding areas (arm pits for radial issues, knee pits for lower leg issues, and groin for upper leg) if the nerve is compressed by a muscle, in order to reduce the swelling and pressure.
- Lay the person in a flat or comfortable position, avoiding any stress on the area surrounding the affected nerves.
- Use appropriate relaxation techniques to reduce the emotional stress on the central nervous system and avoid transferring stress or building upon anxiety.
- Once the affected person starts to move again, ensure that they do so slowly and avoid carrying bags on shoulders or exert “pulling forces” on arms.

The human body has an amazing ability to repair and recover with time, there are however several things you should avoid doing:

- Don't shake damaged nerves in an attempt to “wake them up”, it simply does not work that way (this can delay healing).
- Do not engage in further potential stressing activities until you feel the issue has completely healed (this can compound issues).

There are a few things that people can do to reduce the risks of issues and to speed up recovery, these can include:

- Warming up before ties (but avoid over stretching).
- Keeping a well-aligned posture that is flexible enough to cope with the stresses of those ties.
- Being aware of the risks and acknowledging them (don't deny risks exist).
- Not assuming you can be taught to reduce them (don't think your better than this happening, because none of us is).
- The most appropriate therapeutic routes are chiropractic or osteopathic, but other disciplines which focus on better alignment to reduce nerve compression can speed recovery and can prevent further issues from developing.

If you need any assistance with this protocol, please send someone to alert the crew who will attend to assist.

Photography policy

Outside the clearly defined ‘selfie wall’ the event is strictly official photography only including mobile phones and selfies. Anyone caught taking a picture will be asked to leave. This policy is to safeguard those whose jobs or private lives do not allow them to be recognised.

If we find unauthorised images from LAM on social media, we will request that the poster removes the image(s). Failure to do so will result in you being suspended from LAM. The signage at the event is both clear and abundant, and therefore ignoring it may be seen as an indication that you might also be ignoring other rules.

If you are concerned over self-control when it comes to your ‘selfie habit’, stickers are available at the front desk to cover the camera lenses (and you are encouraged to seek help through the Healthy Mental Practices workshop!).

All official photographers have agreed to abide by our “clear consent” policy as follows:

- To abide by the LAM crew charter, disputes policy, and complaints procedures
- To ensure they have consent before a picture is taken
- To display their official photographer’s pass while working in the venue
- To ensure that they obscure faces of anyone unintentionally caught in frame, before the images are published
- To credit all images with the event date, either as an embedded watermark or by mentioning the event in the caption
- To use the photographers’ record system developed for use at LAM and to provide access to the images in a timely fashion
- To take and provide a private picture if requested
- To allow the use of masks (provided by the crew) if needed, to obscure people’s identities

The photography record system ensures that you have a record of who took the picture, along with their contact details, as well as confirming to us your consent for the image to be used by LAM in marketing and your consent to the image being included in the archive.

If you suspect any breach of this policy, please bring the matter to the crew’s attention so that it can be dealt with as soon as possible. If you have a post-event issue with a photographer, please request a copy of the complaints procedure and associated forms.

Please see the **Photography pass request form** and **Record of photographer’s agreement with the policy** in the appendices.

Flyering policy

Whenever possible, LAM provides a 'flyers' table near the entrance to advertise other relevant events and activities. Guests are requested not to "litter" the venue with flyers and to only leave them on the designated table. While it is OK to give someone a flyer while talking to them, walking around and leaving them on stalls or tables in the venue is not acceptable and will result in you being asked to leave. Repeat offenders will be banned.

LAM only allows flyers for events that are open. We do not permit promotion of events that are phased or vetted, or for private members only. If it's not welcoming to all, you are not permitted to promote the event at LAM.

Media policy

While we welcome genuine interest from the media on helping people to explore and understand fetish lifestyles, we are also mindful of people's right to privacy.

Although we are happy to provide a space for people in the media to explain their projects to people to see if they are interested, we will not permit filming at the event or members of the media walking around and approaching people when they are having a day out.

Any media involvement at the event must receive written permission from LAM management at least 14 days in advance of the event, and is subject to both our policies and those of the venue. LAM management reserve the right to deny access to the media if they feel that the project is not in keeping with the principles and ethics of our event.

Applications to attend in any active capacity can be made by emailing:

info@LondonAlternativeMarket.com

All enquiries will be responded to within 7 days.

CCTV policy

For security and health and safety reasons, the venue is covered with numerous CCTV cameras with an automatic recording system. Senior LAM crew have no direct access to this system, however we can request access if this is needed to investigate an incident, issue or complaint.

The records of this system are typically available for 30 days after any event, therefore please be mindful of this time restriction if you feel that a matter is serious enough for us to request access..

Disruptive behaviour

LAM reserves the right to pre-emptively suspend access to the event to anyone we feel could be a harm or disruption to others, or spoil any other person's enjoyment of the event. When this is necessary, we will do this through the **pre-event complaints procedure** (see page 16) and/or by reviewing information that has been posted in the public domain.

While we intend our events to be as open and accepting as possible, we will also take into consideration that sometimes we need to make decisions based on how things could impact the enjoyment and safety of the event for others. Such decisions will be clearly communicated to affected persons in advance of events, and attempting to attend the event will result in an immediate lifetime ban.

The conditions needed to remove the suspension will also be clearly communicated in the hope that the reason(s) for any exclusion can be rectified. Anyone believing that they meet those terms can request a review, but this must be at least 7 days prior to the event to allow for time for us to look into the matter and provide a response.



Disputes policy

People affected	Raise with
Members of crew	Terry
Crew members and guests/attendees	Terry or David
Guests and other attendees	Terry or David
Traders	Terry or David
Traders and crew	Terry or David
Traders and guests/attendees	Terry or David
Venue staff	Terry or David
After party	David

If you are unable to find the appropriate person, or if they are unable to assist you quickly, please speak to a crew member. Many have radios and can quickly locate the relevant person(s).

Our primary aim is to ensure that, where possible, any dispute is mediated to the satisfaction of all parties.

If you are threatened, abused, or molested in any way by anyone (including other guests, crew, traders, and venue staff) during the course of the event, please know that this we regard this as unacceptable behaviour and will deal with it in the strongest terms. Should the incident turn out to have been a misunderstanding, accident, or other resolvable occurrence, all attempts will be made to resolve it. If this is impossible, LAM will support its team members and any perpetrators will be dealt with as appropriate. (For example: a member of venue staff may be asked not to work LAM, an attendee may be asked to leave or be banned.)

If an argument is in progress, the first priority is to calm the situation. Separate the involved parties, and move to a quieter space, e.g. the Hide room, if not in use.

If you are aware of an issue, but it isn't imperative that it be dealt with immediately, find the relevant member of staff from the list above and alert them to the situation.

It is important that all parties involved have their side of the story heard, and this is most easily done when they are separated. Should you be required to hear a side of the story, don't be afraid to take notes on salient points. Listen without interrupting, but then feel free to ask questions as tactfully as you can. If you feel unable to deal with a situation, you should immediately refer to a member of staff from the list above. It is important to resolve disputes, but it should absolutely not put you in a situation which makes you feel uncomfortable or threatened in any way. Any persons deemed to have committed consent violations wilfully will be banned for life from LAM.

Any incident which results in a ban will be recorded in the log within this manual.

Issues which do not happen at the event should be dealt with via the separate complaints procedures detailed in the next section of this manual.

Complaints procedures

In the event of a post- or pre-event complaint being made we have established the following clear procedures to investigate the matter and to conduct any enquiry in a fair and ethically correct way.

All issues are dealt with in the same clear fashion to ensure that the event is as open and accommodating as possible.

In the event of an allegation of illegal activity or consent violation during an event the matter will be assessed and if necessary, a recommendation to discuss the matter with the police will be made. In the event of any ongoing police investigation, LAM as an event and its crew agree to cooperate as officially requested and when appropriate.

In submitting a complaint, you consent to the matter being discussed with the appropriate crew members who have all agreed to the terms of our disputes policy and complaints procedures as part of the crew charter. Any information you provide us is your information and not ours in terms of data regulations.

The issue will remain confidential outside of the appropriate crew, and any named parties will only be contacted with your prior consent. LAM addresses issues through these procedures in order to ensure that all and any issues are dealt with correctly and, as such, does not comment beyond drawing attention to this process. This also helps ensure issues are addressed without personal bias and in consideration of all the facts.

Allegations of illegal activity or consent violations outside our events are (correctly) a matter for the police, and due to the risk of prejudicing any ongoing investigations we will not comment beyond the following statements:

- We are unable to comment on that matter.
- We can confirm we have heard allegations but can also confirm none of them relate to issues at our events.



Pre-event issues

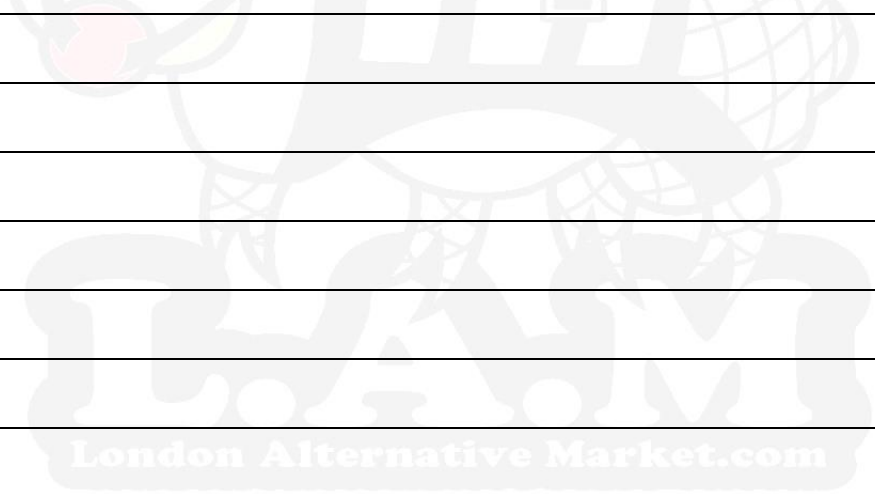
If you have any pre-event issues or concerns that you feel should be brought to our attention, we have a safeguarding policy in place – although we clearly have no desire to get involved in picking sides as to who can and can't attend events (in the same way that Glastonbury music festival could not ban one group of friends over another). We would rather seek to resolve issues through mediation and, if necessary, putting an agreed behavioural contract in place between all parties. In the event that this is not possible we will endeavour to mediate a “scheduled times agreement” to allow access to the event by both parties without a risk of them encountering each other.

Pre-event concern/complaints/safeguarding procedure form

Your name: _____

Preferred form of communication: _____

Please provide a brief description of the facts of your concern or complaint. All information is submitted in confidence and no named parties will not be approached without your prior consent. All documents submitted remain the property of the author for data purposes.



London Alternative Market.com

Please provide a brief outline of how you would like us to help resolve this issue:

Once the matter has been discussed with the appropriate members of the team, as set out in the disputes policy, we will contact you within seven days to either request additional information or to discuss how we can best address the matter.

Please provide a brief outline of how you would like us to help resolve this issue:

Once the matter has been briefly discussed with the appropriate members of the team, as set out in the disputes policy, we will contact you within seven days to either request additional information or to discuss how we can best address the matter.

If the complaint highlights an issue which could result in criminal charges, LAM will endeavour to engage with the appropriate authorities including making any submitted documentation available for their inspection.

If our investigation results in people being banned from the event, please outline what options would help you feel that justice had been served. Please also confirm if you would like us to contact you should they appeal their ban in the future.

Is there any support we can help with? _____

Is there anything we can do to help you feel that the issue has been addressed and to ensure there is no lasting impact? _____

Requested length of ban: _____

Would you be OK with engaging in any appeal? _____

How can we best communicate with you? _____

Agreed behaviour contract

Party 1: _____

Party 2: _____

Party 3: _____

Party 4: _____

All parties agree to be mindful of the following issues when they attend LAM and will endeavour to ensure that their personal conduct does not impede the enjoyment of the event for others.

Should any issue arise, all parties agree to immediately mediate any disputes with a senior crew member and to abide by their decision on the day. In the event that any or all parties are not able to reach an amicable resolution on the day, all affected parties will be asked to leave the event and the matter will be taken up through the post event complaints procedures.

In particular, we request that any ongoing or historical issues are not brought to the event. We would hope that any event they relate to will have already addressed them through their dispute or complaints procedures.

Specific requests are:

Continue if needed

Signed:

Party 1 _____

Party 2 _____

Party 3 _____

Party 4 _____

Actioned on behalf of LAM: _____

Record number: _____

Scheduled times agreement

Party 1: _____

Party 2: _____

Party 3: _____

Party 4: _____

For whatever reason, the above parties have not been able to reach an amicable agreement in how they attend LAM events.

We have therefore felt it necessary to draw up the following schedule of attendance to ensure that all parties maintain a fair and equal access to the event. This agreement will be available for inspection / verification by the listed parties at the front desk, should confirmation be required.

Failure to adhere to this agreement may result in a ban from LAM until all parties agree in writing that the agreement is no longer required.

Schedule for attending

Party 1: _____

Party 2: _____

Party 3: _____

Party 4: _____

Signed:

Party 1 _____ Party 2 _____

Party 3 _____ Party 4 _____

Actioned on behalf of LAM: _____

Record number: _____

Log of those suspended for disruptive behaviour

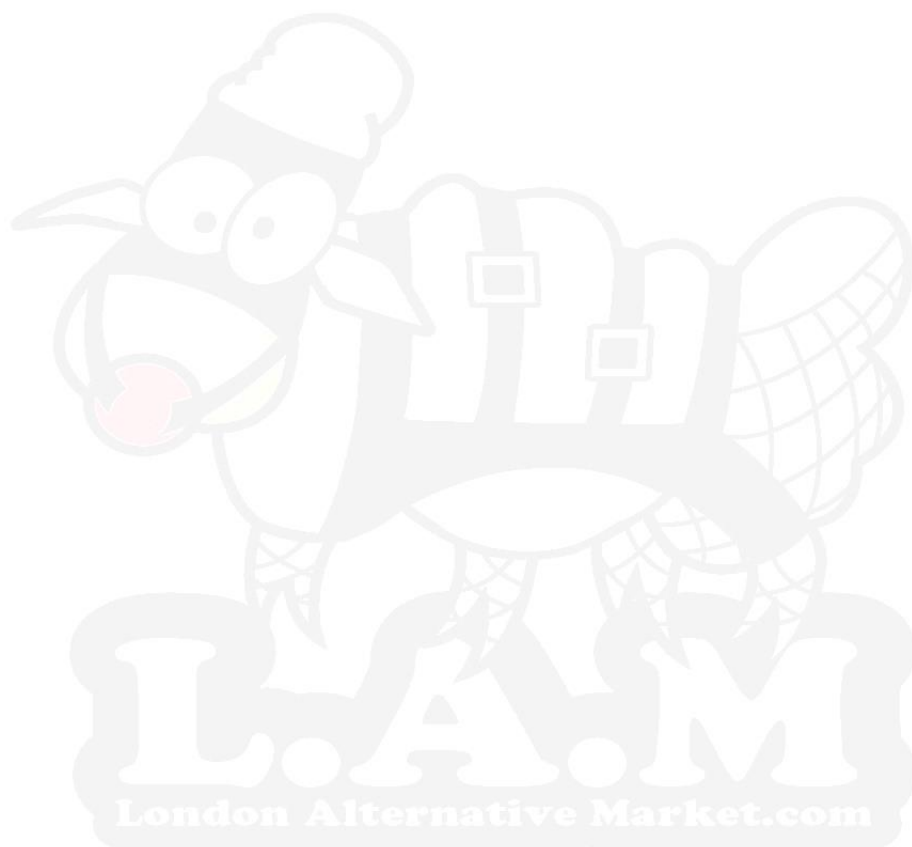
The following are not welcome at LAM events due to disruptive behaviour which guests and crew have flagged via the safeguarding process. We are all responsible for our words and actions, and if you step over the line to the extent that others are worried that they may become your future target, or that you can't leave issues at the door, then don't come to any LAM events.

Name:	Date:	Duration:
Char***_K###	Aug 2020	10 years
De***_K###	Aug 2020	10 years
Pie***3###	Aug 2020	10 years
Ad***EvilT###	Aug 2020	10 years
Ubiquit***ja###	Aug 2020	10 years
Faust###	Aug 2020	10 years
Ch***Lon###	Aug 2020	10 years
Su***Flo###	Aug 2020	10 years
Hi***e###	Aug 2020	10 years
Cot***eyed###	Aug 2020	10 years
A***ran###	Aug 2020	8 years
Pheo***Fli###	Aug 2020	8 years
Pri***Dragon###	Aug 2020	8 years
Cont***frea###	Aug 2020	8 years
N***hty###	Aug 2020	8 years
G***du###	Aug 2020	8 years
Tr***fl###	Aug 2020	8 years
De***Ban###	Aug 2020	8 years
Peng***_f###	Aug 2020	8 years
Whis***onthero###	Aug 2020	8 years
An***pr###	Aug 2020	8 years
Su***xen###	Aug 2020	8 years
Od***t###	Aug 2020	8 years
Cof***andk###	Aug 2020	8 years
Div***ar_###	Aug 2020	8 years
Engl***serv###	Aug 2020	8 years
Spe***oundgi###	Aug 2020	5 years
M***ul###	Aug 2020	5 years
B***ege###	Aug 2020	5 years

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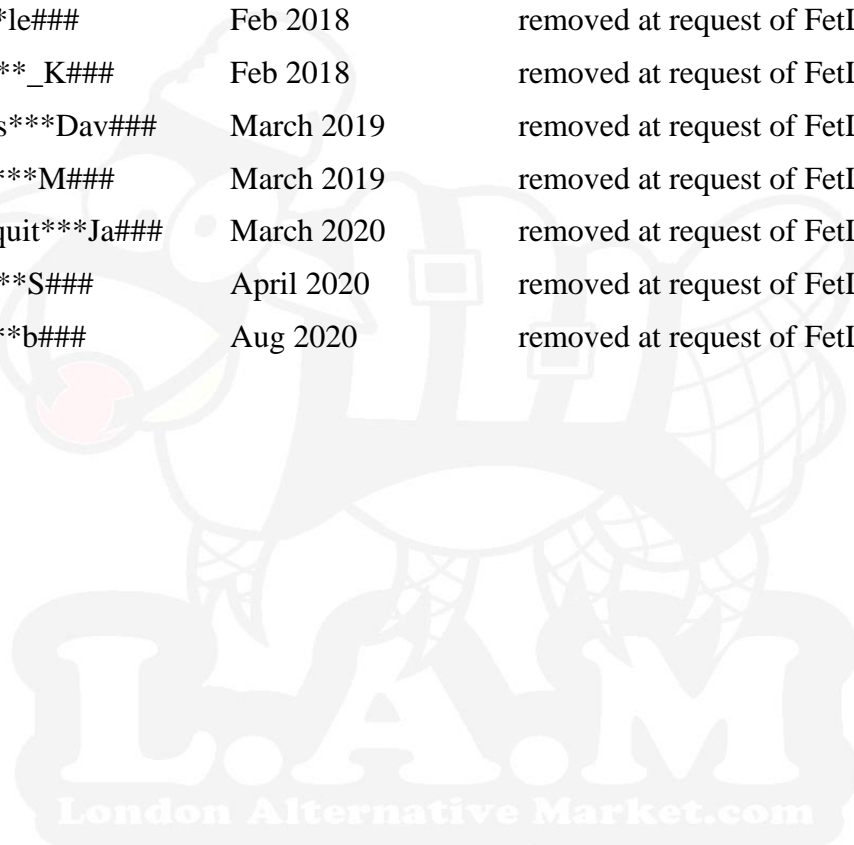
Di***ynam###	Aug 2020	5 years
Naug***J###	Aug 2020	5 years
Gu***wderqu###	Aug 2020	5 years
C***er###	Aug 2020	5 years
Dad***uddlyb###	Aug 2020	5 years

LAM has clear policies and procedures for making changes and that does not include secret groups and witch hunts within our communities.



Log of incidents which have resulted in a ban

Name:	Date:	Reason:
R***am###	Sept 2016	removed at request of FetLife
ML***201###	March 2017	removed at request of FetLife
Sp***ingtop###	March 2017	removed at request of FetLife
Partner of		
Ve***infaux###	October 2017	removed at request of FetLife
Ve***infaux###	October 2017	removed at request of FetLife
S***le###	Feb 2018	removed at request of FetLife
De***_K###	Feb 2018	removed at request of FetLife
-Mas***Dav###	March 2019	removed at request of FetLife
_Al***M###	March 2019	removed at request of FetLife
Ubiquit***Ja###	March 2020	removed at request of FetLife
Bo***S###	April 2020	removed at request of FetLife
Dj***b###	Aug 2020	removed at request of FetLife



Process to appeal ban and rehabilitation policy

For many years we had no policy to remove people from our events 'banned' list, but we appreciate that this is not in the spirit of rehabilitation and reformation of those who have previously done wrong and who are determined not to repeat those mistakes.

We believe the restorative model for justice is the most ethical and appropriate with an emphasis on personal responsibility for all our actions. We would encourage everyone to understand this approach through the following links:

<https://restorativejustice.org.uk/>

<https://www.sentencingcouncil.org.uk/>

After due consideration we have decided that our guidelines are as follows:

- The duration before which a ban can be appealed is dictated by the severity of the offense and the impact it has had on others. This is to clearly state that the severity of the offending actions will be taken into consideration in setting an initial period, during which we will not consider any form of appeal. Broadly speaking these are aligned to the CPS sentencing recommendations for similar offences and will always consider the impact it has had on others.
- After this period an appeal will be considered, and this should be made in writing at least 14 days ahead of the event you wish to attend. Specifically, this should outline what steps you have taken to modify your behaviour and how you can assure us you will be better at following the events policies in future.
- We may ask any third parties for impact statements in considering your appeal and will give weight to any professional opinions you wish to provide in support of your application.
- If anyone requests an opportunity to explain your impact on them prior to us deciding on your appeal, you will agree to attending that meeting as part of the appeal process.
- If a ban is overturned, the applicant may be subject to a red wrist band for a minimum number of events as a condition of them returning.
- For clarity, there is no automatic expiration period for a ban, it is lifetime and we reserve the right to uphold it for that duration unless an appeal is successful.
- We are unlikely to ever consider an application from someone who has been banned for a second time.
- Appeals are processed by senior management only, and any claims of rehabilitation or therapy will be verified as part of our due diligence.

In providing this process we offer no assurance that an application will result in a ban being overturned, and specifically this does not remove the management's rights to refuse the right of entry to those they feel could impact upon the enjoyment or safety of others.

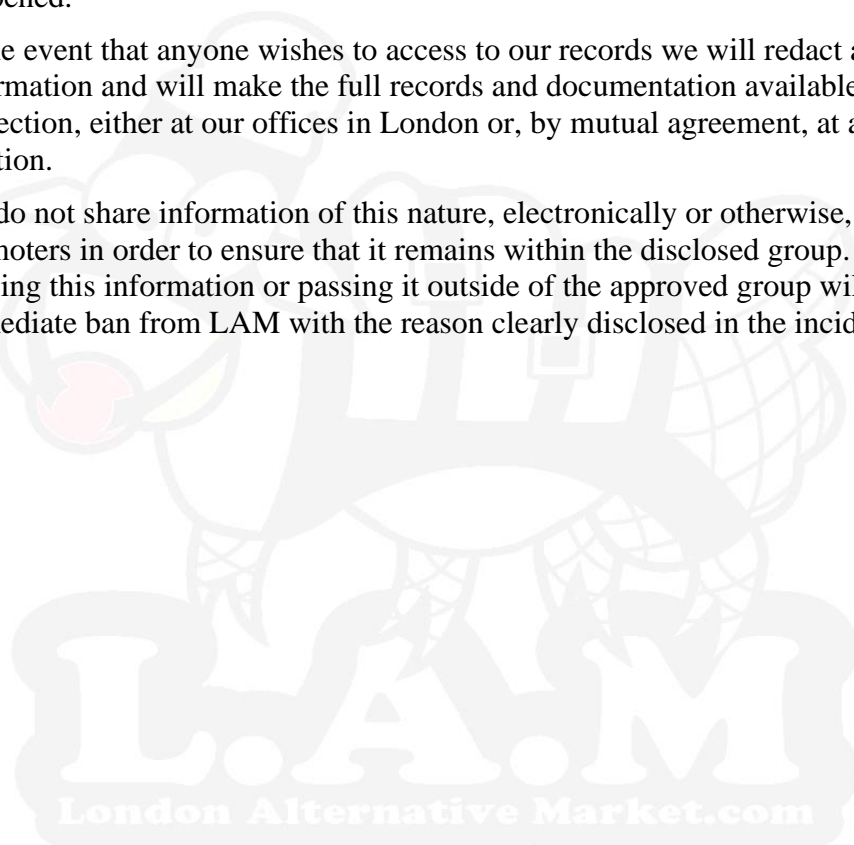
Policy on sharing information with other promoters

LAM has an open communication policy for any issues that result in someone being banned from the event as a result of an incident during the event, this is facilitated through access to the “log of incidents” contained within this manual (see page 20).

While we appreciate that this will never apply to the vast majority of our guests and visitors, we feel it is our responsibility to make records of issues available on request so that facts can be taken into consideration and it can be shown that decisions are not based on rumours and, where possible, are a reflection of the full picture of what happened.

In the event that anyone wishes to access to our records we will redact any contact information and will make the full records and documentation available for visual inspection, either at our offices in London or, by mutual agreement, at a convenient location.

We do not share information of this nature, electronically or otherwise, with other promoters in order to ensure that it remains within the disclosed group. Anyone abusing this information or passing it outside of the approved group will receive an immediate ban from LAM with the reason clearly disclosed in the incident log.



Procedure for promoters or organisations requesting information or updates on issues

Name: _____

Email: _____

Telephone: _____

Website: _____

Please provide a brief description how you wish to use such information or who you wish to see disclosures about and why:

Referee 1

Name: _____

Email: _____

Telephone: _____

Referee 2

Name: _____

Email: _____

Telephone: _____

By signing below, you confirm that you agree to only use shared information to ensure the safeguarding of those attending events:

Print name

Signed

All applications will be processed within fourteen working days and will be confirmed in writing.

Photography pass request form

Name

Email

Telephone

Website

Please provide a brief description of where and how you would be using any images taken at the event:

Referee 1

Name:

Email:

Telephone:

Referee 2

Name:

Email:

Telephone:

By signing below, you confirm that you agree to comply with the LAM crew charter, disputes policy and complaints procedures:

Print name

Signed

All applications will be processed within fourteen working days and will be confirmed in writing.

Open request for changes policy

Part of developing best practice is having the ability to continually seek to improve and develop as the community does. This is how we consent to considering change as a more efficient and efficacious model than verbal discussions.

In order to facilitate this, we have created a **change request form** (see following page) which can be used to submit requests for changes to this document. Once received they will be reviewed and, if appropriate, integrated as soon as is feasible.

Please email completed forms to:

info@LondonAlternativeMarket.com

We aim to acknowledge your submissions and action any appropriate changes as quickly as possible.

We regret that because of the aggressive tactics of some individuals emboldened by social media, and having seen others appoint themselves witchfinder generals, this is the only method for change that we are willing to engage in. Unless you can produce your degree certificate as an 'expert in BDSM' and your letter of authorisation to have the powers you claim, you will be repeatedly asked to produce them before anybody will take you as seriously as you do.

