



CONTRIBUTOR CODE OF CONDUCT

FOR GET OUT THE FLOAT 2027

BACKGROUND:

This Code of Conduct (CoC) includes information on GOTF's expectations of Contributors as well as what Get Out The Float, LLC (Get Out The Float, GOTF, we, us or our) will give you for your contributions be they art, performance, conducting a panel or something else. This CoC is not an exhaustive guide for every possible scenario. Rather it helps provide a baseline. Please read this CoC all the way to the end.

Section headings where revisions have taken place have a number following the section heading with the most recent revision number. Superscript letters will be used for cliff notes, if applicable.

Definitions as presented below should be the same across the Contributor, Volunteer and Staff Codes of Conduct unless revised.

POSITION DEFINITIONS:

EXECUTIVE: Assistants to, or, LLC members or a Managing Member of GOTF.

DIRECTOR: Person in charge of a department.

MANAGER: Oversees a department within GOTF in cooperation with that department's director.

LEAD: A leader of a team. Leads hold more responsibilities and act to delegate tasks passed down from managers.

2ND, 3RD: An assistant to the leader of a team, may lead the team as needed. All teams for areas that are open all day should at least have a lead plus a 2nd.

STAFF: Members of GOTF Staff are those who have proven their reliability to the convention and serve in specialist and leadership roles. Depending on their role, Staff members can expect to be treated as Sponsors or Patrons. All staff must apply to be staff every year.

VOLUNTEER: A person supporting GOTF by performing shift work during the convention as well as some preparation work. For working one or two shifts/day, a GOTF Volunteer can expect to be treated as Attendees or Sponsors. All volunteers must apply to volunteer every year.

CONTRIBUTOR: Performers, DJs, Panelists, Artists and certain other individuals help make the convention happen by creating the things and activities that draw everyone together. In order to be treated as an Attendee (stackable with other perks), your contribution must be accepted and/or implemented by GOTF. All contributors must apply to be a contributor in Concat but on the individual applications for DJs, Panels, etc, we will only ask for username & user ID#.

PARTICIPANT: This group includes everyone of all levels who attends or contributes to the convention, regardless of role.

OTHER DEFINITIONS:

ALL HANDS: Some activities before, during, and after GOTF will require the assistance of all available staff. This includes setup, tear-down and the Pursuit Walk.

COMMITMENT: A number of hours a staff member intends to work during the convention; or for specific tasks that assist in running the convention. "During the convention" includes all hours worked from time the truck is rented to the time rental truck is returned.

F.L.A.R.E. (FLARE): Convention safety liaisons provide de-escalation services and assist with interpersonal resolution, line management and parade escort to GOTF.

HELIUM RESOURCES (HR): The team that handles staff recruitment and placement within departments and teams for GOTF. Works with Operations for coordinating staff shifts.

OPS: Convention Operations, the information center of the convention.

PII: Personally Identifiable Information must be protected and its release as limited as possible. PII is not to be shared publicly and any requests to share identifying information should be routed through Convention Operations to an executive.

POOL EMPLOYEES: Sunset Empire Parks & Recreation District employees. Lifeguards and front desk workers at the Sunset Empire Pool are not associated with GOTF.

PUBLIC ANNOUNCEMENT: An announcement to inform the public about a [thing].

SCCC EMPLOYEES: Seaside Civic & Convention Center Staff. These are city employees who work and are not affiliated with GOTF.

SHIFT: For most areas, a shift is 4 hours and 15 minutes which includes the 15 minute overlap with your relief for handover of responsibility.

SOP: Standard Operating Procedure. These are written for their departments by Managers and approved and put into effect by an Executive.

SPLIT SHIFT: On some teams, it may be possible to work two 2.25-hour shifts instead of a 4.25-hour shift. Not all teams are able to facilitate having split shifts; but please mark on your volunteer or staff application if you would prefer to be assigned split shifts.

STAFF NOTIFICATION: Letting all convention staff know about a [thing].

DEPARTMENTS:

Listed in order of succession.

OPERATIONS: Ensures that convention events, panels, and activities are properly resourced with people, budget, schedule, and materials. This includes on-site communication, security and safety, badge check, activity rooms, panel rooms and being an information nexus and point of contact for unusual situations in the Operations office. Registration operates as a team within Operations.

LOGISTICS: Handles the procurement of convention equipment, transportation to/from storage locations as well as maintenance of convention-owned equipment. Setup and pack-out of convention equipment including all information technology (IT) matters of responsibility are handled within the Logistics Department IT Team.

BUSINESS: Where the convention intersects with the public, our Business team is responsible for granting / escorting media in convention spaces as well as any press releases, working with charities, vendors, venues, civic authorities and crisis management should they be needed. This department also handles Con Store; as a point of interaction with most all convention attendees.

INFLATION: The largest physical area of the convention are our inflatables, inflatable castles and other activities. Staff in this department are primarily Toysitters (for safety in/on inflatables) and Shoe Check (where attendee badges, shoes and other worn items are stored for temporary safekeeping while attendee is interacting with inflatables). This department plans and manages the inflatables and people within their space. Typically the Pacific, Necanicum West, and Main Stage, totalling ≈15,000 ft².

ART & MEDIA: The department formerly known as “The Art Dept” is responsible for the look and adherence to the theme of the convention in all mediums we produce (photography, videography, artwork, animation, written works, etc).

PRODUCTION: The execution of convention main events can’t be done without a Director and Stage Manager, to say the least. The Production Department includes Audio/Visual (AV), DJ Coordinator, Master of Ceremonies and others who oversee main convention events. Each event will have a named person in charge of that event.

EXPECTATIONS:

The work GOTF staff does; is to create a fun, safe and welcoming environment both for other members of our staff and for those who attend and interact with our convention. Contributors are held to a higher standard than other types of participants because of the outsized impact we can have on others through our panels, performances or artistic expressions and interactions with others.

What GOTF expects of its contributors:

1. Be respectful to yourself and to those around you. Reach out to your respective Coordinator or Operations if you need help.
2. Help and support each other. If you see something, say something.
3. Take initiative; if you foresee a problem, please reach out to us instead of waiting for it to play out in a worse manner than it could have been.
4. The expected workload is the following (for comped Attendance membership):
 - a. DJs: Two, 1-hour sets (one Open Bounce and one Evening Dance), as available.
 - b. Panelist: 2 hours of accepted and scheduled total presentation time.
 - c. Artist: based upon artist agreement with GOTF. (Contributing art to convention).
 - d. Art Show: based upon accepted submissions; when/if an Art Show is started.
 - e. Dance Comp Judge: Fair adjudication of Dance Competition when implemented.
5. As a contributor, you will have access to The GOTF Staff Schedule. This includes information not intended for public dissemination and does include PII.
6. Be presentable. We require that all of our contributors practice acceptable levels of hygiene. We hate that we have to write this, almost as much as you hate to have to read this. If you expect to be working in proximity to inflatable surfaces, please make sure you avoid sharp clothing & accessories such as earrings, belts, collars, wallet chains, etc.

PERKS FOR CONTRIBUTORS:

All contributors are given the following perks in thanks for helping make GOTF the best convention that it can be.

- A. Participant membership (stackable with staff or volunteer perks).
- B. Use of the hospitality suite and meals when available.
- C. Published in our convention schedule (if appropriate for your role).

CONCLUSION:

We'd like to thank you for applying to be a contributor to GOTF 2027 and helping our convention succeed. You keep our con pumped up and provide a welcoming, safe and fun atmosphere. This is our motivation to continue for as long as we reasonably can while we also better the local community in which we hold our convention and improve the public's image of the furry community at large.

We face a unique challenge in Seaside OR, working with the local municipality to make our event successful - renting the local pool and civic center, and being in the eye of the general public. We want to thank you for supporting us and helping us overcome these challenges.

Once you have finished your application, you should be contacted shortly after by one of our representatives from GOTF. One of our Helium Resource representatives will confirm which applications to send you to (e.g. Panel Application, DJ Application). Thank you in advance for applying!

Ē Plūribus Strīdī!
"From the many, Squeak!"

GOTF 2027 Volunteer Code of Conduct Revisions:

Effective Date	Revision #
August 16th, 2026	0