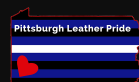


PITTSBURGH LEATHER PRIDE LLC

CODE OF **CONDUCT** & DISCIPLINARY POLICY

APPLIES TO CONTESTANTS, TITLEHOLDERS, JUDGES, STAFF, VENDORS, SPONSORS, AND VOLUNTEERS
REVISION 1 · EFFECTIVE AUGUST 12, 2026

GOVERNING POLICY



CODE OF CONDUCT AND DISCIPLINARY POLICY

DOCUMENT STATUS

Governing revision: Rev. 1

Effective: August 12, 2026

Supersedes: all prior conduct policies issued by PLP or by any individual title program operating under it.

READ THIS FIRST

This Code is the single conduct policy for everything Pittsburgh Leather PRIDE LLC runs. It replaces the separate codes of conduct that previously existed for individual title programs. It applies to contestants, titleholders, former titleholders, judges, tally staff, vendors, sponsors, volunteers, and anyone else acting in an official capacity at a PLP event.

If you read nothing else, read these five things:

1. **Section 5** lists conduct that will end your participation. It is not exhaustive, but it is specific.
2. **Section 2.2** says PLP can change this Code. Your continued participation means you accept the current version.
3. **Section 6** explains how to report a concern. A report must be in writing, and the person it concerns will see it.
4. **Section 7** explains how PLP decides these matters. Decisions are final, and PLP is not required to explain them.
5. **Section 9** covers what each role is expected to do, including that titleholding is unpaid and that titles and sashes belong to PLP.

Questions go to pghlpwadmin@gmail.com.

CODE OF CONDUCT · PART 1

1. PURPOSE AND SCOPE

1.1 PURPOSE

Pittsburgh Leather PRIDE LLC produces leather, fetish, and kink community events, including Steel City Fetish Con and the title programs run under it. This Code exists to state what PLP expects of the people who represent it, to give PLP a consistent and documented process when those expectations are not met, and to protect the safety of everyone who attends a PLP event.

1.2 ADOPTING AND ENFORCING BODIES

This Code is adopted by Pittsburgh Leather PRIDE LLC and enforced through the events PLP produces, including Steel City Fetish Con.

Disciplinary matters are decided by the PLP Board rather than by an individual title program or affiliated club. This separation is deliberate. It removes the possibility that a decision is made, or appears to be made, by someone with a personal relationship or a personal history with the person involved.

1.3 WHO THIS APPLIES TO

This Code binds:

- Applicants and contestants in any PLP title program
- Current titleholders
- Former titleholders, for the duration of any continuing association with PLP, and as otherwise provided in section 11
- Judges, judges coordinators, and tally staff
- Producers, co-producers, and production staff
- Volunteers acting in any official capacity
- Vendors and sponsors, and their staff, for the duration of their engagement
- Any other person granted an official role at a PLP event

1.4 RESERVATION OF ADMISSION

PLP events are private events produced by a private organization. PLP reserves the right, at its sole discretion, to refuse admission to or remove from its events any person, whether or not that person holds a role covered by section 1.3, and whether or not any disciplinary process has been undertaken. PLP does not exercise this right capriciously, and its existence does not limit any other provision of this Code.

1.5 PRECEDENCE

Where a person is also a member of an affiliated club or subsidiary organization with its own conduct policy, this Code governs their conduct in connection with PLP programs and events. Nothing in an affiliated organization's policy limits PLP's authority under this Code, and no process required by an affiliated organization is a precondition to PLP acting under it.

1.6 PROGRAMS COVERED

Mr. Pittsburgh Leather Fetish, Ms. Pittsburgh Leather Fetish, Mr. Pittsburgh Leather Bear, Iron City Pet, Steel City Fetish Con, and any future program produced under the PLP banner.

2. ADOPTION, AMENDMENT, AND ACKNOWLEDGMENT

2.1 ADOPTION

This Code takes effect on the date of adoption recorded above and supersedes all prior conduct policies issued by PLP or by any individual title program operating under it.

2.2 AMENDMENT

PLP may amend, supplement, or replace this Code at any time and at its sole discretion. PLP anticipates that this Code will be revised as its programs grow and as the needs of the community change. No amendment requires the consent of any participant.

An amendment takes effect on the date PLP publishes the revised Code at pghlpw.com/policies, or on a later date if PLP specifies one.

2.3 NOTICE OF AMENDMENT

PLP will publish the current revision number and effective date at the top of the Code. Where an amendment materially changes what is required of participants, PLP will make reasonable effort to notify affected participants directly, using the contact information on file.

Reasonable effort means one notice sent to the participant's address of record. It does not obligate PLP to confirm receipt.

2.4 CONTINUED PARTICIPATION IS ACCEPTANCE

Continued participation in any PLP program, event, or role after an amendment takes effect constitutes acceptance of the amended Code. A participant who does not accept an amendment may withdraw from participation.

Withdrawal does not entitle the participant to a refund of any fee already paid, and does not release the participant from obligations already incurred.

2.5 GOVERNING REVISION

Conduct is evaluated under the revision of the Code in effect at the time the conduct occurred, except as provided in section 7.7.

2.6 ACKNOWLEDGMENT

Every applicant, contestant, judge, vendor, sponsor, and volunteer acknowledges this Code as a condition of participation. PLP retains the acknowledgment on record, including the revision number acknowledged and the date.

2.7 SEVERABILITY

If any provision of this Code is found unenforceable, the remaining provisions stay in effect.

CODE OF CONDUCT · PART 3

3. STATEMENT OF VALUES

PLP serves a community that has historically been policed, criminalized, and pushed to the margins. That history is the reason this Code is written in plain terms rather than left to assumption.

PLP expects the people who represent it to extend to others the same welcome the leather community extended to them. Disagreement is normal. Contest rivalry is normal. Cruelty is not.

Nothing in this Code is intended to police how participants express their kink, their gender, their body, or their relationships. It governs conduct toward other people.

CODE OF CONDUCT · PART 4

4. GENERAL STANDARDS OF CONDUCT

All persons covered by this Code are expected to:

1. Treat attendees, contestants, judges, staff, volunteers, vendors, and venue employees with respect, in person and online.
2. Represent PLP and its title programs honestly, and not claim authority they do not hold.
3. Respect consent and personal boundaries at all times, including boundaries around photography, touch, and scene participation.
4. Comply with the policies of the venues PLP uses, and with all applicable law.
5. Maintain a standard of decorum consistent with the role they hold, particularly while sashed, in title vest or title regalia, or otherwise publicly identifiable as representing PLP.
6. Raise concerns through the process in section 6 rather than through public escalation.

CODE OF CONDUCT · PART 5

5. PROHIBITED CONDUCT

The following conduct is prohibited. This list is specific but not exhaustive. Conduct not listed here may still be grounds for action under section 4.

5.1 APPLICATION

This section applies to a person's conduct whether or not it occurred at a PLP event, involved PLP, or arose from their role. A person covered by section 1.3 is subject to this section for conduct occurring anywhere, in person or online, for as long as they hold that role.

5.2 CONDUCT TOWARD PEOPLE

- **Harassment**, whether in person or online, including repeated unwanted contact, unwanted sexual attention, and conduct intended to intimidate or humiliate.
- **Bullying**, including coordinated or sustained hostility toward an individual.
- **Stalking**, including surveillance, unwanted following, and persistent unwanted contact after a request to stop.
- **Threats** of violence, exposure, or professional or personal harm.
- **Physical abuse**, including any non-consensual physical contact and any contact that exceeds negotiated consent.
- **Sexual assault** and any sexual contact obtained without consent, including contact obtained where the other person could not meaningfully consent.
- **Doxxing** or disclosure of another person's legal name, employer, immigration status, HIV status, or other private information without consent.

5.3 DISCRIMINATION

Any form of discrimination or discriminatory practice against a person on the basis of race, color, ethnicity, national origin, gender, gender identity or expression, transgender status, sex, sexual orientation, age, disability, body size, religion, HIV status, or socioeconomic status.

This includes transphobia specifically. PLP names it directly because a general anti-discrimination clause has not been sufficient. Gatekeeping over who counts as leather, who belongs in leather spaces, or who is entitled to compete, where that gatekeeping tracks gender identity or transgender status, is prohibited conduct under this Code.

It also includes discrimination directed at members of one's own community or demographic.

5.4 CONDUCT TOWARD OTHER ORGANIZATIONS

Sustained public disparagement of another organization, event, or title program, or conduct intended to delegitimize one, including discouraging attendance at it.

Use of a PLP role, title, or platform to conduct or amplify such activity is an aggravating factor. Nothing in this provision restricts good faith criticism, the raising of safety concerns, or a person's own decision about which events to attend or support.

5.5 CONDUCT TOWARD THE ORGANIZATION

- **Misrepresentation of PLP**, its programs, its decisions, or its officers.
- **Unauthorized use** of PLP or program branding, iconography, sashes, patches, marks, or titles.
- **Producing or promoting events** in breach of section 9.4.
- **Misdirection of community funds.** Soliciting, accepting, or retaining money raised from the community for personal benefit, where that money was solicited in connection with a PLP title, program, or event. Funds raised in connection with a title are directed to PLP, to the title's travel fund, or to a beneficiary agreed with the producer in advance.
- **Theft or tampering.** Taking, damaging, or interfering with another participant's property, including costumes, gear, materials, and presentation items.

5.6 PUBLISHED STATEMENTS

No person covered by this Code publishes derogatory or libelous statements about Pittsburgh Leather PRIDE, its directors, officers, volunteers, subsidiaries, affiliated clubs, venues, sponsors, or vendors, in any medium.

No person covered by this Code publishes material, written, photographic, or otherwise, that misrepresents any of them.

This provision does not restrict good faith criticism, the raising of safety concerns, or a person's account of their own experience. It restricts falsehood and disparagement.

Remedies. Where this section is contravened, PLP may apply any outcome under section 7.5 and may in addition:

- Revoke a title and require the return of the prize package in full, or its value
- Exclude the person from PLP events permanently under section 1.4
- Seek recovery of damages and costs incurred by PLP as a result
- Pursue any claim available to it, including for tortious interference with PLP's contracts and business relationships

PLP states these remedies plainly because the harm they address is real. A false statement published about this organization reaches sponsors who fund it, venues that host it, and vendors who trade at it, and the damage lands on the community rather than on PLP alone.

5.7 SUBSTANCE USE

Illegal drugs. The use, possession, or distribution of illegal drugs at any PLP event, or in connection with any PLP program. Distribution is treated as severe conduct under section 7.5 in every case, and PLP may refer the matter for prosecution.

Intoxication while representing PLP. Extreme public intoxication or visible public drug use while sashed, in title regalia, or otherwise publicly representing PLP or one of its title programs.

Intoxication while competing. Gross intoxication at any point across the contest weekend, from the start of contestant orientation to the conclusion of the contest.

These provisions are about professional conduct, not sobriety. PLP's events take place in bars, and contestants and titleholders alike are expected to be present and social in them. The standard is that a person holding a title is working while they are wearing the sash, and a person competing is working while the contest is running. Both are expected to remain capable of performing that role.

5.8 CONDUCT AT VENUES

- Conduct that jeopardizes PLP's relationship with a venue, its liquor license, its insurance coverage, or its ability to produce future events.
- Damage to any venue PLP uses, or to props, decorations, materials, or equipment belonging to PLP, a venue, or another participant.

5.9 AGE AND EXPOSURE

PLP events are 21+. No person under 21 is admitted to a PLP event, and no contestant, titleholder, judge, vendor, sponsor, volunteer, or staff member may be under 21.

Exposure of genitals on stage, in any public area of a venue, or at any point across a PLP event weekend is prohibited.

PLP produces fetish and kink events, and this provision is not about modesty. It exists because PLP's venues hold liquor licenses, PLP's insurance is written against the conduct occurring at its events, and a single incident can end PLP's ability to use a venue.

5.10 PHOTOGRAPHY IN PRIVATE AREAS

Photography or recording in any area where contestants are changing, preparing, or otherwise not in a public part of the venue.

CODE OF CONDUCT · PART 6

6. REPORTING

6.1 A REPORT MUST BE IN WRITING

PLP acts on written reports. A verbal conversation with a producer or board member is a welcome starting point, but it is not itself a report. To make a report, a person must either:

- Provide a written report in person at the time of that conversation, or
- Follow up the conversation in writing, by email, afterward.

The written record constitutes the report in its entirety. Statements made verbally are not part of the report and are not considered as such. PLP adopts this rule so that there is never a dispute about what was said, what was meant, or who knew what.

If there is no written record, there is no report.

6.2 GOOD FAITH

A report must be made in good faith. A report made knowingly false, or made with the intent to harass, retaliate against, or otherwise harm the person it concerns, is harassment under section 5.2. A person who makes such a report is subject to the full range of outcomes in section 7, including removal from their role and exclusion from future PLP events under section 1.4.

6.3 WHAT A REPORT SHOULD INCLUDE

Where possible: what happened, when, where, who was involved, whether anyone else witnessed it, and whether any documentation exists. A report will not be dismissed for lacking any of these.

6.4 THE SUBJECT WILL SEE THE REPORT

The person a report concerns will be given the initial report. Write it knowing that.

PLP states this plainly rather than offering an assurance it cannot keep. Even with a name removed, the content of a report frequently identifies its author. Anyone deciding whether to come forward is entitled to understand that before committing anything to writing.

6.5 CONFIDENTIALITY AFTER THE INITIAL REPORT

Beyond the initial report, PLP keeps the matter private at its discretion. Interview notes, correspondence, deliberations, and supporting material are not disclosed to either party. The final decision is communicated to the person the matter concerns.

PLP limits disclosure in order to protect, so far as it is able, the identities of those who come forward and the integrity of the process. A file that circulates widely protects nobody.

6.6 RETALIATION

Retaliation against a person who makes a good faith report, or who participates in a review, is itself prohibited conduct and is grounds for immediate action under section 7.5.

6.7 REPORTS INVOLVING CRIMINAL CONDUCT

Nothing in this Code substitutes for law enforcement or civil process. PLP may act on a report regardless of whether the conduct is also reported to police, and regardless of the outcome of any criminal matter.

7. DISCIPLINARY PROCESS

7.1 THE PLP BOARD

Disciplinary matters are decided by the PLP Board, comprising:

- The Executive Director of Pittsburgh Leather PRIDE
- The Chief Executive Officer of Pittsburgh Leather PRIDE
- The Executive Director of Steel City Fetish Con

Decisions are reached collectively and issue as decisions of the organization.

7.2 RECUSAL

Any member of the PLP Board who is the subject of a review recuses themselves from it. The remaining members decide.

7.3 INITIATION

A review may be opened on a written report under section 6, or on PLP's own knowledge, however that knowledge comes to PLP's attention. No report and no complainant is required. Where PLP becomes aware of a matter by any route, it may open and complete a review on its own authority.

PLP does not proactively investigate the histories of the people in its programs. It is not required to wait for a complainant once a matter has reached it.

7.4 REVIEW AND RECORD

PLP maintains a record of each matter. The record comprises:

- The written report, or where no report exists, a dated account of how the matter came to PLP's attention
- Correspondence with the person concerned, where PLP considers correspondence appropriate
- Notes of any interview or follow-up conducted, documented by the Board
- The final decision

Conversations may be used to gather information, and interviews may be conducted. The written record is the matter of record in every case.

Nothing in this section entitles any person to notice, to a hearing, to representation, or to an opportunity to respond. PLP may extend any of these at its discretion and does so in many matters. None of them is a right under this Code, and the absence of any of them does not invalidate a decision.

7.5 OUTCOMES

PLP may apply any of the following, in any order, and is not required to proceed through them sequentially:

Documented warning. The person is notified of the conduct and what must change.

Probation or suspension. Conditions imposed for a defined period, suspension from specific events or duties, withdrawal of travel fund access, or removal from public representation of PLP.

Removal. Revocation of a title, removal from a judging or staff role, termination of a vendor or sponsor engagement, and exclusion from future PLP events. Where removal is applied, the consequences in section 8 apply to titleholders, section 9.9 applies to vendors and sponsors, and section 1.4 applies to exclusion from events.

PLP proceeds directly to removal where the conduct warrants it. Conduct under sections 5.2 and 5.3 will ordinarily be treated this way.

7.6 INTERIM MEASURES

Pending the outcome of a review, PLP may suspend a person from duties, events, or public representation. An interim measure is not a finding.

7.7 STANDARD AND SCOPE

PLP decides matters on its own assessment of the information available to it.

No criminal charge, conviction, protective order, civil finding, or other legal determination is required for PLP to act, and the absence of any of them does not limit PLP. A legal outcome in a person's favor does not prevent PLP from reviewing the same conduct or reaching its own conclusion. PLP is not a court and does not purport to determine legal liability. It determines whether a person may continue in a role within its programs.

PLP may review and act on conduct that occurred before it was reported, before the person held their current role, or before the current revision of this Code took effect, where the conduct would have contravened the standards in effect at the time.

7.8 FINALITY

Decisions of the PLP Board are final. There is no appeal.

PLP is under no obligation to disclose its reasoning to the person concerned or to any third party. PLP may do so at its discretion and frequently will, but no explanation is owed, and none should be inferred from silence.

7.9 PUBLIC STATEMENTS

PLP does not comment publicly on disciplinary matters. Where a person makes public statements about a PLP decision that are false, PLP reserves the right to correct the record and to pursue any remedy available to it.

7.10 WRITTEN MATERIAL

Records created under this section, and any communication issued in connection with a disciplinary matter, are written to describe observable conduct and dated events. Reported information is attributed to its source rather than asserted as established. Conclusions are recorded as determinations of PLP rather than as statements of fact about a person. Conduct is not characterized in criminal terms.

This standard applies with particular force to anything communicated outside the PLP Board.

7.11 RETENTION

PLP retains records created under this section indefinitely.

These records are maintained for the protection and sovereignty of the organization. Where PLP is later implicated in a matter concerning a person who was subject to its disciplinary process, the record is PLP's account of what occurred and what was decided. This is of particular importance where a person was removed.

Records created under this section are not subject to any data removal, deletion, or erasure request available to participants under PLP's application terms or any other PLP policy. Acknowledgment of this Code constitutes acknowledgment of this exception.

CODE OF CONDUCT · PART 8

8. TITLES, REGALIA, AND PROPERTY

8.1 THE SASH BELONGS TO PLP

Every sash issued by a PLP title program is the property of Pittsburgh Leather PRIDE. It is not awarded, and it is not won.

A titleholder receives their sash to wear for the duration of their title year. They return the following year to pass it to their successor at the conclusion of the contest. The sash moves from one holder to the next and remains PLP property throughout.

8.2 ATTENDANCE AT THE FOLLOWING YEAR'S CONTEST

A titleholder is expected to attend the following year's contest to pass their sash to their successor.

Where a titleholder cannot attend, they must notify their producer no later than **two weeks before the contest date**, and return the sash to their producer or to the PLP Board before the contest so that a proxy may present it.

Absence is excused for extenuating circumstances, or where notice is given as set out above.

8.3 ON COMPLETING A TITLE YEAR

A titleholder who completes their year returns the sash. They keep their vest, their medal, and any other item designated as theirs to keep under section 9.8.

8.4 ON REMOVAL OR ABDICATION

A titleholder who is removed under section 7.5, or who abdicates their title, is no longer a titleholder of Pittsburgh Leather PRIDE and is removed from PLP's records as such.

They return, within fourteen days:

- The sash
- The titleholder patch, which is stripped from the vest
- Any medal, medallion, pin, or equivalent regalia issued with the title
- Any other item bearing PLP, program, or event branding, marks, or iconography

They keep the vest itself. PLP has no use for it. Only the branded elements return.

8.5 FORFEITURE OF BRANDING RIGHTS

On removal or abdication, all rights to use the title, its iconography, and its branding end immediately. This includes social media handles, display names, biographies, promotional materials, and event listings.

8.6 NON-RETURN

Failure to return PLP property within fourteen days is itself a violation of this Code and may be pursued as a civil matter.

CODE OF CONDUCT · PART 9

9. ROLE-SPECIFIC EXPECTATIONS

9.1 CONTESTANTS

- Applications are reviewed and accepted at PLP's discretion. Acceptance is not guaranteed.
- **Full disclosure.** Complete honesty is expected. An applicant discloses to PLP any matter that could reflect poorly on them or on PLP, including memberships, social media activity, criminal proceedings, and findings made against them by any other organization. PLP may investigate any matter disclosed to it, and determines at its sole discretion how to proceed. This duty continues from the date of application through the end of any title year, and a matter arising after application is disclosed when it arises.
- Contestants do not make derogatory comments about another contestant, in person or online.

- Contestants meet all published call times. Failure to appear at a call time or scheduled interview results in a score of zero for that segment.
- Contestants supply all required materials in the format and by the deadline published in the Contestant Manual.
- **Performance music, Iron City Pet contestants only.** Headspace music is due no later than seven days before the event. It must be supplied as an audio file, in MP3 or another common audio format. Links to YouTube, Spotify, Apple Music, or any other streaming service will not be accepted, and neither will a track name for PLP to source. A contestant who does not submit a usable file by the deadline performs without music.
- Each contestant contributes one item to their contest's class raffle basket.
- Competing carries no expectation of compensation. Costs are the contestant's own.

9.2 TITLEHOLDERS: THE TITLE BELONGS TO PLP

A titleholder is the ambassador and holder of a title. The titleholder does not own the title. The title, its name, its branding, and its sash remain the property of Pittsburgh Leather PRIDE.

9.3 TITLEHOLDERS: NO COMPENSATION

Titleholding carries no financial compensation. It is a volunteer role and a community role. It is not a job, and it is not paid.

A titleholder may not seek or accept payment from PLP, its subsidiaries, or Steel City Fetish Con in exchange for their attendance at or participation in any event PLP asks them to attend.

This does not reach a titleholder's professional life. Where a titleholder is invited by a third party to perform, present, or appear at that party's event, and is paid by that party, they may accept. The distinction is who produced the event and who is paying: being engaged by someone else is their own business, while being paid by PLP to fulfil the role is not available.

Regalia, prize package items, and travel funds provided under this Code are furnished in support of the role. They are not compensation and are not income.

9.4 TITLEHOLDERS: PRODUCING EVENTS

A titleholder may not produce a community event during their title year without the written sign-off of their producer, or of PLP where their producer is unavailable or conflicted. This applies whether or not the title, its branding, or PLP's platform is used to promote the event.

A titleholder may not seek or accept personal compensation, fees, or proceeds in connection with an event they produced during the title year.

A titleholder may not take on commitments that conflict with PLP events they are expected to attend.

Events a titleholder already produced before their title year began may continue without sign-off. The titleholder discloses them to their producer at the start of the title year. Disclosure is not a request for permission, and PLP does

not withhold approval for events that predate the title. It exists so that the producer can plan the year around commitments the titleholder already holds.

New events begun during the title year require sign-off.

The reason is practical. There is a finite amount of community money, community time, and community attention in a year, and the title year exists to elevate the title rather than to build a personal platform on it.

9.5 TITLEHOLDERS: APPEARANCES AND QUALIFYING EVENTS

Titleholders are expected to represent the title throughout the title year, both at events PLP requires them to attend and at events of their own choosing.

Required events. Every titleholder is required to march in Pittsburgh Pride with the leather contingent during their title year, and to return the following year to sash their successor at the close of that year's contest (see section 8.2). PLP may set additional required events from time to time; where it does, PLP notifies titleholders directly under section 2.2.

Qualifying events. Beyond the required events, a qualifying event is any event a titleholder attends in an advocacy or representational capacity for the title. The test is purpose, not genre. Leather and fetish events qualify. So do adjacent community events where the titleholder is present to promote the title and its work, including events outside the leather community.

Competing at another contest is encouraged and qualifies. It is not required. PLP recognizes that the men's, women's, and pet circuits differ materially in how they operate, and does not impose a uniform competition requirement across programs.

Titleholders are expected to market their contest throughout their title year in order to attract future applicants.

9.6 TITLEHOLDERS: TRAVEL FUNDS

Each title has a travel fund, subject to fundraising. The amount is set internally by PLP and is not published.

The travel fund is a tool of the title. It exists to enable the titleholder to market the title and represent it beyond Pittsburgh. It is not compensation and is not a stipend.

- The travel fund covers ambassadorial travel and accepted judging invitations.
- **PLP directs the fund.** PLP determines how a title's travel fund is allocated, including directing it toward events PLP asks the titleholder to attend. A titleholder does not control the fund and is not entitled to draw on it at their own discretion.
- PLP may fund particular travel separately, outside the title's fund, where it chooses to. That is at PLP's sole discretion in each instance. No titleholder is entitled to separate funding, and PLP asking a titleholder to attend an event does not by itself mean the cost falls outside the title's fund.
- Disbursements require producer approval in advance.
- Costs incurred without advance approval are the titleholder's own.

9.7 TITLEHOLDERS: FOUNDING A CONTEST

A titleholder may not found, produce, or launch a title contest during their title year. No sign-off is available for this under section 9.4.

Where a person wishes to found their own contest at any time after their title year, they must notify Pittsburgh Leather PRIDE in writing of their intent before doing so.

Such an undertaking must be entirely of their own making. They may not use, adapt, or carry over any PLP asset or material, including:

- The PLP or Steel City Fetish Con name, or any program or title name
- Their PLP title or title year, in any marketing or promotional material
- Contest format, structure, scoring rubrics, or judging methodology
- Titles, naming conventions, or branding
- Web assets, code, content, imagery, documents, or templates
- Judge rosters, sponsor lists, vendor lists, or contestant data

This list is not exhaustive.

PLP's purpose in this section is stated plainly: PLP does not wish to see the community's applicant pool divided or the community fractured across competing programs, and it does not extend its resources in order to equip people to compete against it.

9.8 TITLEHOLDERS: PRIZE PACKAGE

Each title carries a prize package. As at the date of this revision:

- The top three placements in each contest receive a medal, theirs to keep.
- Titleholders of the leather titles receive a vest from RA Leathers, bearing their titleholder patch. The vest is theirs to keep. The patch is PLP property and returns under section 8.4.

PLP may add to the prize package for any title at any time, including travel funds, additional regalia, professional services, and other items. Additions are announced by PLP and do not require an amendment to this Code. Items are designated at the time they are awarded as either the recipient's to keep or PLP property held for the title year.

9.9 JUDGES

- Judging is a volunteer position. It is unpaid.
- **PLP does not cover judges' expenses.** Travel, lodging, meals, ground transportation, and every other cost associated with judging are the judge's own responsibility. This applies to every contest under the PLP banner, without exception. PLP does not reimburse judges, does not arrange or fund accommodation, and does not offer stipends.

- A judge who cannot attend without financial support should decline the invitation. PLP would rather hear that early than have a judge absorb a cost they cannot carry.
- An invitation to judge is not a guarantee of service. PLP may rescind an invitation at any time and at its sole discretion.
- Judges recuse themselves from scoring any contestant with whom they have a close personal, romantic, sexual, or financial relationship, and disclose the conflict to the judges coordinator.
- Judges do not discuss scoring, deliberations, or outcomes outside the panel, before or after the contest.
- Scoring decisions are final. PLP is under no obligation to disclose the reasoning behind a placement.
- Former titleholders serving as judges hold a non-speaking role. The role is scoring, the photo opportunity, and the sash handoff. PLP does not hold step-down speeches.

9.10 VENDORS AND SPONSORS

- Vendors and sponsors and their staff are bound by sections 4 and 5 for the duration of their engagement.
- Vendors and sponsors do not represent themselves as speaking for PLP.
- **Vendor fees are non-refundable.** This applies whether an engagement is terminated by PLP, including for conduct, or withdrawn by the vendor.
- **Sponsorship funds are non-refundable.** PLP may, at its sole discretion, return sponsorship funds in whole or in part. No sponsor is entitled to a return of funds under any circumstance.
- Where PLP cancels an event, fees already paid are honored as a credit against a future PLP event. PLP does not return fees in cash.

9.11 VOLUNTEERS AND STAFF

- Volunteers are bound by sections 4 and 5 while acting in an official capacity.
- Volunteers do not access contestant applications, scoring materials, or personal information except as required by their assigned role.

CODE OF CONDUCT · PART 10

10. DEFINITIONS

PLP Board. The Executive Director of Pittsburgh Leather PRIDE, the Chief Executive Officer of Pittsburgh Leather PRIDE, and the Executive Director of Steel City Fetish Con, acting collectively.

Producer. The person responsible for producing a given title program or event, or their named delegate.

Successor. The titleholder crowned immediately following a given titleholder in the same title program. Referred to in community usage as a sash child.

Title regalia. Sash, titleholder patch, medal, medallion, pin, and any other item issued to a titleholder that bears program or event branding.

Title year. The period between the crowning of a titleholder and the crowning of their successor.

Participant. Any person covered by section 1.3.

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11. PROVISIONS THAT SURVIVE

The following continue to bind a person after their role ends, whether by completion of a title year, resignation, abdication, removal, or termination of an engagement:

- Section 5.4, conduct toward other organizations
- Section 5.5, conduct toward the organization, including unauthorized use of PLP marks and materials
- Section 8, return of property and forfeiture of branding rights
- Section 9.7, founding a contest, including the restrictions on use of PLP assets
- Confidentiality of any PLP operational material the person had access to, including scoring rubrics, judge rosters, sponsor and vendor lists, contestant data, and internal documents

Solicitation of PLP contestants, applicants, judges, or sponsors away from PLP programs, on behalf of a competing program, is prohibited following the end of a person's role.