

Press Release

The BSFS (*Baltimore Science Fiction Society*) Board of Directors (Board) Investigation Team, (consisting of Paul O'Neil and Leona Thompson) have concluded their investigation into Stephanie Burke's comments at Balticon 56 and our senior staff's treatment of Stephanie Burke. The Board has reviewed their findings and recommendations and made the following decisions:

Of the complaints against Ms. Burke, our Investigation Team determined there were no Code of Conduct violations. Witnesses confirmed that she was speaking of her own experiences and not making general statements about another individual or class of people. Speaking one's own truth is not a violation of our Code of Conduct. Ms. Burke is welcome to be a program participant in the future. Again, we apologize for the manner in which the reports were communicated.

The BSFS Investigation Team and Board of Directors have found that Senior Staffer 1 who approached Stephanie Burke prior to her panel and asked her to step away acted courteously and in accordance with our policy. Senior Staffer 2's behavior during the discussion violated our Code of Conduct. The Board has determined that Senior Staffer 2 will be barred from volunteering for Balticon for a period of 2 years and from serving as a Department Head for an additional 2 years.

BSFS gives every complaint equal attention and will not tolerate inappropriate behavior at any BSFS related event, including Balticon. All members and guests are encouraged to bring such matters to the Board's attention at any time, without fear of any adverse action being taken against them for doing so.

The Baltimore Science Fiction Society, Inc. is an all-volunteer 501(c)(3) organization founded in 1963. BSFS holds an annual convention, Balticon, during Memorial Day weekends in Baltimore, MD. In addition, BSFS offers a 14,000+ lending library at its building in eastern Baltimore City, as well as ongoing events featuring book discussions, movies, anime, and gaming. The calendar of events is available at www.bsfs.org.