

## **VIDCON US ANTI-HARASSMENT POLICY**

### **Statement of Policy:**

VidCon is dedicated to providing a harassment-free event experience for everyone, regardless of gender, sexual orientation, disability, gender identity, age, race, or religion. We do not tolerate harassment of event participants in any form. Use of lewd or discriminatory language and imagery is never appropriate at VidCon. Anyone violating these rules may be sanctioned or expelled from the event at the discretion of the event organizers.

### **Definition of Harassment:**

Harassment includes, but is not limited to, offensive verbal comments, whether blatant or via micro-aggressions, related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, national origin, religion, age, marital status, military status, or any other status protected by law; deliberate intimidation; stalking; following; harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact; display of offensive signs, gestures, tee-shirts, symbols, etc. Attendees asked to stop any harassing behavior are expected to comply immediately.

### **Definition of Sexual Harassment:**

Sexual harassment does not refer to occasional compliments or other generally acceptable social behavior. Sexual harassment refers to verbal, physical, and visual conduct of a sexual nature that is unwelcome and offensive to the recipient. By way of example, sexual harassment may include such conduct as sexual flirtations, advances, or propositions; verbal comments or physical actions of a sexual nature; sexually degrading words used to describe an individual; an unwelcome display of sexually suggestive objects or pictures; sexually explicit jokes; and offensive, unwanted physical contact such as patting, pinching, grabbing, groping, or constant brushing against another's body. Overly-revealing cosplay may result in requesting violators to cover and/or leave the convention floor. Attendees asked to stop any sexually harassing behavior are expected to comply immediately.

### **Scope of Policy:**

This Anti-Harassment Policy applies to all attendees at VidCon including: participants/attendees, guests, staff, sponsors, and exhibitors. All attendees are expected to comply with this Event Anti-Harassment Policy at the event venue and all event-related social events.

### **Reporting an Incident:**

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a VidCon staff member immediately. VidCon staff can be identified with their official staff name badges. All complaints will be treated seriously. If you cannot find a staff member to assist you, please go to Registration located inside ACC North.

### **Disciplinary Action:**

All reports of harassment will be directed immediately to VidCon organizers who may consult with and engage other staff, leaders, and legal counsel as appropriate. Event security and/or local law enforcement may be involved, as appropriate, based on the specific circumstances. In response to a report of harassment, VidCon may take any action they deem appropriate. Such actions range from a verbal warning to ejection from the event without a refund. Repeat offenders may be subject to further disciplinary action, such as being banned from participating in any future events.