

Standing Anti-Harassment Policy **Steampunk Society of Vermont, Ltd.**

Steampunk Society of Vermont has a ZERO TOLERANCE POLICY for harassment of any kind, including but not limited to: Stalking, intimidation, offensive verbal comments, offensive gestures, physical assault and/or battery, harassing or non-consensual photography or recording, bathroom policing, sexual flirtations, advances, or propositions, verbal comments or physical actions of a sexual nature, degrading words used to describe an individual, an unwelcome display of sexually suggestive objects or pictures, explicit jokes, and any unwanted physical contact such as patting, pinching, grabbing, groping, or constant brushing against another's body. These may be in relation, but not limited to: race, color, national origin, gender, gender identity, gender presentation, sexual orientation, age, body size, disability, appearance, clothing/costuming, religion, citizenship, pregnancy, fandom, military or veteran status or any other status protected by law.

Our policy applies to everyone at any event sponsored by The Steampunk Society of Vermont: Attendees, Speakers, Guests, Vendors, Exhibitors, Press, Staff, Volunteers, and Security are all subject to this policy.

Please report any incidence immediately to any staff member. Anyone may report harassment. If someone's behavior has made you uncomfortable, or if you witness the same happening to someone else, you should immediately contact a staff member.

The staff of the Steampunk Society of Vermont (in conjunction with the victim) have discretion in determining what constitutes harassment under this policy and reserves the right to take immediate action against anyone who violates this policy, up to and including expulsion from the event (with no refund). Participants asked to stop any behavior are expected to comply immediately. If necessary, we will contact local law enforcement, provide escort, offer a safe place or otherwise assist those experiencing harassment to make sure they feel safe.

Cosplay is not consent. Keep your hands to yourself. If you would like to take a picture with or of another person, always ask first and respect that person's right to say no. Be respectful, be nice, be cool and be kind to each other.