

# OutWorlders Anti-Harassment Policy

OutWorlders, Inc. is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion or any other characteristic protected under applicable federal, state, or local law. We do not tolerate harassment of participants in any form. Participants violating these rules may be sanctioned or expelled from the sponsored event and/or future sponsored events, without a refund, at the discretion of the administration. Our anti-harassment policy can be found at:

<https://outworlders.org/policies/anti-harassment>.

Harassment includes, but is not limited to:

- Verbal comments or actions that reinforce social structures related to gender, gender identity, and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, or any other characteristic protected under applicable federal, state, or local law.
- Gratuitous sexual images in public spaces
- Deliberate intimidation, stalking or following
- Harassing photography or recording
- Sustained disruption of talks or other events
- Inappropriate physical contact
- Unwelcome sexual attention
- Advocating for, or encouraging, any of the above behaviors

Exception: Content related to sex, adult themes, discriminatory language, or similar is permissible if attendees are given ample warning and opportunity to leave beforehand.

## Enforcement

Participants asked to stop any harassing behavior are expected to comply immediately.

If a participant engages in harassing behavior, event organizers retain the right to take any actions to keep the event a welcoming and inclusive environment for all participants. This includes warning the offender or expulsion from the sponsored event with no refund.

Event organizers may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participants.

Participants are expected to follow these rules at all sponsored events.

We are committed to taking action if we learn of possible harassment, even if an individual does not wish to file a formal complaint.

## Reporting

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible to event organizers.

Harassment and other code of conduct violations reduce the value of our event for everyone. We want you to be happy at our event.

You can make a report either personally or anonymously.

### Anonymous Report

You can make an anonymous report here:

**<https://outworlders.org/policies/anti-harassment>**.

We can't follow up on anonymous reports directly, but we will fully investigate it and take whatever action is necessary to prevent a recurrence.

### Personal Report

You can make a personal report by contacting an event organizer.

When taking a personal report, our organizers will take steps to ensure you are safe and cannot be overheard. They may involve other event organizers to ensure your report is managed properly. We'll ask you to tell us about what happened. This can be upsetting, but we'll handle it as respectfully as possible, and you can bring someone to support you. You won't be asked to confront anyone and we won't tell anyone who you are.

You can also file a report online here:

**<https://outworlders.org/policies/anti-harassment>**.