

SUBJECT ANTI-HARASSMENT POLICY

POLICY **We will not tolerate harassment in any form.**

It is every member's right to a safe and awesome experience free from harassment, the fear of harassment, or shaming based on, but not limited to:

- Race
- Spiritual Path
- Position within- or outside of hierarchical power structures
- Ethnicity
- Gender, Gender Identity, and Gender Expression
- Physical Appearance
- Body Size or Type
- Sexual Orientation or Sexuality
- Disability
- Age

Harassment can include verbal, written, or social media comments at or involving PANFEST that offend, intimidate, embarrass, or demean, including those that reinforce social structures of prejudice or domination regarding any items on the above list.

It can also include stalking, unwelcome attention, non-consensual physical contact, or any other physical behaviour intended or designed to disrupt another member's enjoyment or safety.

PANFEST prioritizes marginalized people's safety over privileged people's comfort.

PROCEDURES

1. We reserve the right not to act on complaints regarding:
 - 'Reverse' -isms, such as 'reverse racism,' 'reverse sexism,' and 'cisphobia'.
 - Reasonable communication of boundaries, such as "leave me alone," "go away," or "I'm not discussing this with you."
 - Communicating in a 'tone' you do not find congenial.
 - Criticizing racist, sexist, cissexist, or otherwise oppressive behavior or assumptions.
2. We reserve the right to take any actions, including lifetime bans from PANFEST, to ensure our event is welcoming for all. We take every report of harassment extremely seriously.