



**GeekGirlCon**

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#315

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## **Harassment Policy**

### **Warnings**

Any staff member of GeekGirlCon staff can issue a verbal warning to a participant or convention guest that their behavior violates the conference's anti-harassment policy. Warnings should be reported to [harassment@geekgirlcon.com](mailto:harassment@geekgirlcon.com) as soon as practical.

### **Presentations**

Presentations or similar events should not be stopped for one-time gaffes or minor problems; although a staff member of conference staff should speak to the presenter afterward. However, staff should take immediate action to politely and calmly stop any presentation or event that repeatedly or seriously violates the anti-harassment policy. For example, simply say "I'm sorry, this presentation cannot be continued at the present time" with no further explanation.

### **Taking reports**

When taking a report from someone experiencing harassment you should record what they say and reassure them they are being taken seriously, but avoid making specific promises about what actions the organizers will take. Ask for any other information if the reporter has not volunteered it (such as time, place) but do not pressure him/her to provide it if s/he is reluctant. If the reporter desires it, arrange for an escort by conference staff or a trusted person, contact a friend, and contact local law enforcement. Do not pressure the reporter to take any action if s/he does not want to do it.

Remember to email the following information to [harassment@geekgirlcon.com](mailto:harassment@geekgirlcon.com) :

- Identifying information (name/badge number) of the participant
- The time you issued the warning
- The behavior that was in violation
- The approximate time of the behavior (if different than the time of warning)
- The circumstances surrounding the incident
- Your identity
- Other people involved in the incident

### **Expulsion**

A participant may be expelled by the decision of any of the above listed entities for whatever reasons they deem sufficient. However, here are some general guidelines for when a participant should be expelled without refund of costs paid:

- A second offense resulting in a warning from staff
- Continuing to harass after any "No" or "Stop" instruction
- A pattern of harassing behavior, with or without warnings
- A single serious offense (e.g., punching or groping someone)
- A single obviously intentional offense (e.g., taking up-skirt photos)

Venue security and local authorities should be contacted when appropriate.