

# BRICKSLOPES CODE OF CONDUCT & UNIVERSAL ZERO TOLERANCE HARASSMENT POLICY

BrickSlopes, is dedicated to providing a harassment-free convention experience for everyone, regardless of gender, gender identity, and expression, sexual orientation, religion, marital status, veteran status, disability, physical appearance, body size, race, age, dress, or political affiliation.

BrickSlopes maintains a zero-tolerance harassment policy and prohibits harassment of VIBs, vendors, public attendees, volunteers, and event staff. VIBs, vendors, public attendees, volunteers, or event staff violating these rules may be issued a warning or expelled from the convention without a refund at the discretion of the convention organizers if they do not comply.

## **BrickSlopes is committed to providing an accessible environment for all**

Harassment problems often start when the victim defines an act or comment as unwelcome and can include:

- Spoken comments, written comments, or displayed images or any course of conduct related to gender, gender identity and/or expression, sexual orientation, disability, body size, race, or religion that annoys, threatens, intimidates, alarms, or puts a person in fear of their safety.
- Spoken comments that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, or political affiliation
- Unwelcome physical contact and/or unwelcome sexual attention
- Deliberate intimidation, body policing, stalking, or bullying
- Unwanted photography or recording
- Sustained disruption of panels, talks, or other events
- Advocating for or encouraging, any of the above behavior
- False reporting for whatever purpose, such as intimidation, exclusion, or general harassment of VIBs, vendors, public attendees, volunteers, or event staff.

Limited exception: The right to free speech is to be respected. Discussion or images related to sex, pornography, discriminatory language, or similar are welcome if it meet all of the following criteria: (a) the organizers have specifically granted permission in writing, (b) it is necessary to the topic of discussion and no alternative exists, (c) it is presented respectfully, especially toward women and LGBTQIA people, (d) attendees are warned in the program and respectfully given ample warning and opportunity to leave beforehand or not attend. This exception specifically does not allow the use of gratuitous sexual images as attention-getting devices or unnecessary examples.

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 necessary to keep the event a welcoming environment for all participants. This includes warning the offender or expulsion from the convention 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 ejected from the event will not receive reimbursement for tickets or vendor booth payments.

BrickSlopes has a zero-tolerance policy for serial harassers, which means they will not be invited to attend events where they have disobeyed rules. The harasser may write an appeal to BrickSlopes ownership for reinstatement. An appeal would only be considered with proof of sufficient rehabilitation and restitution. Notification of a harasser's presence will be required at future events.

BrickSlopes has a zero tolerance policy for criminal activities. VIBs, public attendees, vendor, volunteers, and event staff found violating this policy will be immediately ejected from the event and reported to law enforcement. Representatives of BrickSlopes such as vendors, volunteers, and event staff are required to be free of significant criminal activity in their daily life to maintain their position as representatives of BrickSlopes. Any payments or deposits made by vendors who violate this policy will be disallowed from participation and refunds will NOT be issued.

Parents/guardians are responsible for supervising those under the age of 18. VIBs and public attendees under the age of 18 must be accompanied by an adult throughout the duration of their attendance at any BrickSlopes event. Also, parents/guardians should make sure little ones are participating in activities that are age-appropriate for them.

## CODE OF CONDUCT

All participants at BrickSlopes events and activities are expected to comply with the following zero tolerance harassment code of conduct, which prohibits behaviors including the following:

- Please respect all VIBs, vendors, public attendees, volunteers, and event staff.
- Please do not hug, touch, kiss, graze, grope, spank, or engage in any activity deemed as harassing to a reasonable person.
- Sustained disruption of events is not acceptable.
- Please ensure any photography is non-disruptive and respectful to those in the videos or content.
- Do not touch any part of someone's cosplay without first asking permission. Cosplay construction can be delicate and much more fragile than it first appears. Remember: "Cosplay is not consent." Admire the creativity of a costume without touching.
- If people tell you "no" or ask you to leave them alone, your business with them is done. If you continue to attempt to have contact with those people, you may be removed from the premises.
- Do not touch people's service animals or accessibility devices without their permission. Any animal on site is presumed to be a service animal by attendees and should be treated respectfully as such.

- Do not touch mocs.
- Do not assume a disabled person needs help. You may offer but do not pressure a disabled person to accept help. They will ask for it if needed.
- Do not evaluate or comment on other people's disabilities or access. Not all disabilities are visible.
- The moderator/organizer of any event, panel, presentation, or workshop can ask anyone to leave the room.
- Exhibitors should not use "sexually explicit," "pornographic," or "indecent" images, activities, clothing/uniforms/costumes, or otherwise create a sexualized public environment. Sexually explicit images in public spaces, including vendor booths, are not allowed.

## REPORTING

Harassment of any kind will not be tolerated at the Convention. If you have been the target of harassment, please read below to learn to whom you can report your issue. The sooner an issue is reported to us, the more appropriately we can address it.

We want you to be happy at our event. It is people like you that make our event a better place.

BrickSlopes Ownership in person - Cody Ottley or Bryan Benson, or via email at [Brickslopes@gmail.com](mailto:Brickslopes@gmail.com)

## SANCTIONS

BrickSlopes takes all allegations of harassment seriously. Every report will be investigated by a member of ownership, and appropriate action will be taken upon completion. Where necessary, law enforcement will be involved.

Participants asked to stop any harassing behavior are expected to comply immediately. If the behavior does not stop, or if the investigator seems it severe enough, the individual may face any of the following sanctions:

- Immediate removal from the convention (without refund)
- A prohibition from future involvement as VIBs, public attendees, vendor, volunteers, or event staff .
- Denial of access BrickSlopes on a temporary or permanent basis.

## CONFIDENTIALITY

BrickSlopes will make every reasonable effort to protect the confidentiality of all parties involved in investigations of alleged harassment, intimidation, or discrimination. However, confidentiality is not absolute, and those with a legitimate business reason to know and be informed of the allegations will be informed. All parties in the investigation should treat the matter with discretion and respect for the reputations of all involved.

The BrickSlopes zero tolerance harassment policy prohibits retaliation against any community member for reporting harassment, intimidation, or discrimination. The sanctions for retaliation are the same as sanctions for any other form of harassment listed here.