

SHAKACON HARASSMENT POLICY

Shakacon is dedicated to providing a harassment-free conference experience for everyone, regardless of race, color, national origin, religion, family status, disability, sex, age, gender identity or expression, sexual orientation, or marital status. We expect everyone to act like respectful adults and we will not tolerate harassment of conference participants in any form.

It is the position of the Shakacon organization committee that explicit sexual language and imagery is not appropriate for any conference venue, including talks; however, the conference will not censor presenters and all attendees should be aware that speakers may choose to use adult language and content during their talks. If the behavior of any conference participant is deemed to be creating an atmosphere that is aggressive, offensive, or otherwise disrespectful to other attendees they may be sanctioned or expelled from the conference (without a refund) at the discretion of the conference organizers.

Harassment includes offensive verbal comments targeted at an attendee related to race, color, national origin, religion, family status, disability, sex, age, gender identity or expression, sexual orientation, marital status, HIV infection, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention. Participants asked to stop any harassing behavior are expected to comply immediately.

Exhibitors in the conference hall, sponsor booths, or similar activities are also subject to the anti-harassment policy. In particular, exhibitors should not use sexualized images, activities, or other material. Booth staff (including volunteers) should not use sexualized clothing/uniforms/costumes, or otherwise create a sexualized environment.

If a participant engages in harassing behavior, the conference organizers may take any action they deem appropriate, including warning the offender or expulsion from the conference (without a refund).

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of conference staff immediately. Conference staff can be identified by t-shirts and special badges.

Conference staff will be happy to help participants contact the venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the conference.

We expect participants to follow these rules at all conference venues and conference-related social events. We value your attendance.