

# MileHiCon Code of Conduct and Anti Harassment Policy

MileHiCon exists for the enjoyment and comfort of all convention attendees. Everyone with a MileHiCon badge is required to abide by the code of conduct. You agree voluntarily to abide by these rules and you understand that MileHiCon is relying on your cooperation, courtesy and good judgment. By attending MileHiCon in any capacity, you agree to help create a space that is and feels as safe as possible by respecting other people's physical and social boundaries.

Exhibitors, sponsors, vendor, fan tables, and similar activities are also subject to the anti-harassment policy.

The convention committee to the best of our ability will only take action under these rules when the behavior of any individual or small group either disturbs attendees or detracts from the relaxed and comfortable atmosphere of the convention.

Any action or behavior that causes excessive discomfort to other attendees, adversely affects MileHiCon's relationship with its guests, its venues or the public, breaks any applicable law, code or regulation or causes significant disruption to convention operations is strictly forbidden and may result in MileHiCon's asking you to leave the convention and possibly not being able to return in future years.

## Harassment

Harassment is generally any behavior that annoys, alarms, or threatens another person or group. This includes unwanted physical contact, following someone around a public area without their consent, or threatening to physically attack someone. If you approach someone and they tell you "no" or to leave them alone, you must do so and have no further contact. If you fail to honor their response, they may have a legitimate complaint of harassment. Costuming is not consent.

Inappropriate photography can also be considered harassment. Inappropriate photography is defined as photography where the subject feels they are being stalked, exploited, degraded, or disrespected through being photographed. While it is reasonable that photographers will be photographing costumers and other parts of the convention, should this photography become harassing or sexual in nature, the photographer will be subject to this harassment policy.

Harassment may include the following areas:

### Physical Boundaries

- 1) Do not physically harm or endanger other people.
- 2) Do not touch people or their personal effects—including clothing, assistive devices, bags, and on-duty service animals—without an express invitation. If you want to invite physical contact, do so verbally or with a friendly gesture, such as holding out a hand for a handshake.
- 3) When sharing space with other people, engage in active demonstrations of respect and empathy. For example: Leave other people a clear path to the exit. Moderate the volume of your voice and the expansiveness of your gestures. Maintain an appropriate physical distance.

### Social Boundaries

- 1) In all cases where someone has told you or demonstrated that they do not wish to interact with you, do not contact them in any fashion, including through an intermediary, unless and until they approach you of their own initiative.
- 2) MileHiCon thrives on vigorous debate, but it is not acceptable to verbally attack people. Do not use slurs or make derogatory comments about a person, group, or category of people. This includes comments based on characteristics such as (but not limited to) actual or perceived race, national origin, sex, gender, sexual orientation, physical appearance, age, religion, ability, family or marital status, or socioeconomic class.
- 3) When interacting with other people, engage in active demonstrations of respect and empathy. For example: Obtain ongoing consent for your interaction. Respect the variety of ways in which people signal that continued contact is unwelcome. Pay attention to verbal and non-verbal clues that the other party wishes to end the interaction; these clues can range from "Gosh, look at the time!" to the other person walking away from you. If you're not certain the other person is enjoying your company, end the interaction yourself.

You understand that the behavior(s) described above can result in expulsion and/or long-term suspension of your future eligibility for convention membership. The convention chairperson is the sole judge of whether or not someone should be expelled from the convention.

## **In Summary**

Just as you do not owe anyone your time, your attention, or physical contact, no one owes you theirs. Interacting with people you don't know well can be somewhat like first contact with an alien ambassador, so demonstrate peaceful intentions and do your best to be a credit to the human race.

## **Reporting Violations of the Code of Conduct**

This section describes our policy on reporting and handling reports of unsafe behavior and other code of conduct violations. MileHiCon's primary concern is the safety of our attendees, and we appreciate the assistance of all of our attendees in creating and sustaining a culture of safety at MileHiCon.

Anyone who was directly affected by or witnessed a code of conduct violation at MileHiCon can file a report, and is encouraged to do so.

Anyone can report any behavior or pattern of behavior that violates our code of conduct. If you feel someone's behavior is dangerous or harmful to you or others, if someone's behavior makes you feel afraid or very uncomfortable, or if someone is actively making it difficult for you or others to enjoy or fully participate in the convention, we would like to know about it.

You can make a report at any time; however, we request that reporting take place as soon as possible during or after an incident, especially if you believe that someone may be causing problems for multiple people at the convention. Reports will be taken seriously and handled appropriately regardless of when they are made.

To report a problem at the convention, approach any concom member (identified by a Yellow ribbon). You can also call the OPERATIONS room at any time during the convention, day or night, and your call will be taken and transferred to an appropriate staff member.

MileHiCon will always prioritize the safety of all our attendees over a single person's desire to attend or participate in MileHiCon. To this end, MileHiCon reserves the right to:

- request that someone who is causing problems change their behavior.
- revoke access to some or all convention spaces.
- revoke convention membership.
- involve hotel security.
- via hotel security, involve local law enforcement.
- deny membership for a period of one or more years, or permanently.
- choose not to take action

If we believe someone needs to be immediately removed from the premises for the safety of our attendees, MileHiCon may enlist the assistance of hotel staff.

If we believe someone is in need of immediate medical attention, MileHiCon may call for an ambulance.

If a person under 18 makes or is the subject of a report, we will take any steps necessary to ensure the safety of that person and other attendees, but will not take other action until that person's parent or guardian is present.

MileHiCon's representatives will follow this policy with the safety of all the convention's attendees in mind, which may require us to take certain actions without the consent of the person making the report. We will do our very best to balance the needs of all involved parties and the needs of the convention when they conflict.

MileHiCon will not reveal your identity or the substance of your report unless it is absolutely necessary to obtain information about the incident or take action related to the incident.

MileHiCon will not take any sort of retaliatory action against you for reporting or not reporting a problem.

MileHiCon will not provide mediation or intermediary communication services.

While MileHiCon will always err on the side of safety, we will not assume that a report being made automatically means that action needs to be taken.

MileHiCon will not respond to general requests for a list of all parties whose memberships have been revoked or denied. However, if anyone inquires as to whether a particular person's membership has been revoked or denied, MileHiCon will provide that information.