

## Anti-Harassment Policy

The aim of Put-In-Play Con is to provide an environment where everyone can come and feel safe while having fun. Our **anti-harassment policy** is here to ensure that Put-In-Play Con is experienced as a safe and fun event for all participants. **Yes means yes, NO means NO, and “Maybe some other time” also means NO.** Please take no for an answer, for everything from simple social requests to intimate encounters. Sexual or other types of harassment will not be tolerated. We encourage you to seek enthusiastic consent for all types of activities.

People of diverse genders, sexualities and relationship statuses attend Put-In-Play Con. Please respect people who are different from you. Harassment includes abusive name-calling, stalking, threatening behavior, inappropriate requests or comments and unwanted physical contact.

If you are feeling harassed you can of course try to work it out directly with the involved parties. However, if you feel uncomfortable doing so or have already tried doing so to no effect, please seek out an organizer so that we can address the situation and hopefully help restore your feeling of safety at the event.

- If you are told that your words or action's feels like harassment or are just making someone feel uncomfortable – seriously consider changing your behavior before jumping straight into self-defense. Something can feel like harassment to others even if you didn't mean it that way.
- If you are taking photos or filming, please respect someone's "NO" if they tell you not to take their picture and never make pose requests that someone may consider rude or sexual.
- If someone continues demonstrating harassing behavior after having been warned, they may be expelled from the event without any compensation. A participant can also be expelled without warning for serious incidents of harassment (for example: punching someone or continuing sexual advances towards someone after having been told to stop). The authority to make such a decision is given to the owners or producers of the Con.

If you should find yourself in such a state of intoxication that you would have difficulty accounting for your actions or expressing consent or lack of consent it is likely that sober organizers will in a friendly manner help you find your bed. If you are told that you need to sleep it off, please heed this advice.

**Hotel ejection for violations of Hotel Rules** is a decision of location where you contracted lodging and Put-In-Play Con has no authority whatsoever.

**Convention ejection** means you will not be allowed into any facility where convention activities are in progress at any time for any reason. Violations of this situation will result in notification to Put-In-Bay Police for Island code of conduct removal.

**Island ejection or jail time** – Put-In-Bay does have its own well-trained and properly staffed and uniformed police officers. They perform their job extremely well. Please be advised they also have a jail on the Island and not following Ohio laws and Island rules and regulations could land you in Jail with bail being set and paid before you are let out. Be smart and think before you do something stupid!