

ANTI-HARASSMENT POLICY

Introduction:

Thought Bubble Festival is dedicated to providing a safe-space for everyone; regardless of gender, gender identity and expression, body size, race, religion, sexual orientation, disability, physical appearance, political background, fandom or anything else.

We hold a zero tolerance policy for harassment in any form.

Harassment includes, but is not limited to, unwanted and/or discriminatory advances, intimidation, stalking, grooming, inappropriate physical contact, unwelcome sexual attention, other verbal or physical conduct of a discriminatory nature, offensive verbal comments, sexual images in public spaces, deliberate intimidation, harassing photography or recording, sustained disruption of talks or other events. Engaging in any action where another person or persons feels they are being stalked, exploited, degraded, or disrespected is strictly prohibited.

Those asked to stop any harassing behavior are expected to comply immediately. If not they will be escorted from the convention. Thought Bubble reserves the right to deny future access to the convention to anyone who is behaving inappropriately.

While it is reasonable that photographers will be photographing the general public as part of our convention or festival events, when photographing solely a person or persons the photographer is required to ask for consent permission first. Should this photography become harassing or sexual in nature, the photographer will be subject to removal from the convention or event without refund.

Laws related to Sexual Harassment, Criminal Harassment and Sexual Assault, as well as standards of normally acceptable behaviour apply inside all Thought Bubble Festival events. Therefore, actions which break these laws will be referred to the security, police and may result in a criminal charge.

Incidents with blatantly sexual speech, acts, simulated acts and/or inappropriate touching or any other actions undertaken by any attendee which - in the sole determination of Thought Bubble Festival, its staff and its volunteers - detract from the overall experience of other attendees at the event may also result in your removal from the event without refund.

If you experience an act of harassment, notice that someone else is being harassed, or have any other concerns related to attendees' experience at any Thought Bubble Festival event, immediately notify the nearest available Thought Bubble staff member or volunteer.

Our key safe spaces include:

- Our information point and ticket office

- Bub's Lounge
- Convention Staff Room

Our policy applies to everyone at all Thought Bubble events. Exhibitors, fans, attendees, speakers, guests, professionals, press, staff, crew, and security are all subject to our Anti-Harassment Policy.

Anyone can report harassment. If someone's behavior has made you uncomfortable, or if you witness the same happening to someone else, you should immediately contact a member of staff, a volunteer or security. Even if you feel the behaviour is minor, if you feel uncomfortable, please let us know. You can report anything in confidence and with anonymity should you need it. If necessary, we will contact local law enforcement, provide escort, offer a safe place or otherwise assist those experiencing harassment to make sure they feel safe.

Thought Bubble organisers will enforce this policy throughout every Thought Bubble event including our annual Comic Convention, all festival and fringe events.

Be aware of your own and your friends' behaviour, step back, be kind and if you feel you're making someone uncomfortable, respect their choice and move on.

We expect cooperation from all involved to ensure a safer space for everybody

Thank you.

Thought Bubble Festival info@thoughtbubblefestival.com