

# Code of Conduct

## **PetFest Anti-Harassment Policy**

PetFest is dedicated to providing a welcoming and harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance (including costumes), body size, race, or religion.

We do not tolerate harassment, bullying, or assault of anyone in any form. Sexual language and imagery is not appropriate at any PetFest venue, including in talks. People violating these rules may be sanctioned or expelled from the event without a refund at the discretion of the PetFest organisers, and authorities may be contacted.

The definitions of harassment extend to everyone including performers, media personnel, exhibitors, vendors, contractors, workers & volunteers, venue staff, and celebrity guests. Harassment from or towards anyone, anywhere, is not acceptable.

## **Definition of Harassment**

**Harassment / Bullying includes, but is not limited to:**

- offensive verbal or written comments or profanity
- audible or visual threats or blackmail
- deliberate intimidation, stalking, following (whether in person or online)
- harassing / inappropriate photography or recording
- sustained disruption of talks or other events, or disturbance to the detriment of others or animals
- inappropriate physical contact, or contact that causes pain or injury
- unwelcome sexual attention
- sexual images or displays in public spaces
- making someone fearful through certain behaviours
- assault of a physical nature
- slander and/or unsubstantiated claims

It is up to everyone to be conscious of their behaviour and the behaviours of others and call out those who are behaving inappropriately or alert events staff. What a person may think to be cool to their friends, may not be cool to others nearby. Everyone should be aware of their surroundings and the feelings and opinions of others at all times.

## **Consequences of Behaviour**

PetFest or our Venue Security Teams may take any action they deem appropriate within the scope of the Law – People asked by staff to stop any harassing behaviour are expected to comply immediately.

All recorded details of the incident gathered for its reporting (which may include but are not limited to security footage, video playback and photographs, statements from victims and witnesses, etc) will be handed over to the Police if required.

## **Reporting Harassment**

If you are being harassed or bullied at PetFest, please contact a member of the event staff team immediately or go to the Information Desk for help. PetFest staff and volunteers can be identified by a coloured vest and lanyard with their name.