



## **Fantasy Art Workshop's Anti-Harassment Policy**

Fantasy Art Workshop (FAW) is dedicated to providing a safe and harassment-free environment on all its forums and for attendees at its events. FAW has a zero-tolerance policy regarding harassment, intimidation, and discrimination. This includes all harassment, intimidation, and discrimination made on the basis of race, age, sex, gender, gender identity and expression, sexual orientation, national origin, ancestry, disability, medical condition, religion, class, body size, veteran status, marital/domestic partnership status, citizenship or any other marginalized identity. Harassment includes verbal comments, written comments, displayed images, or behaviors such as intimidation, unwanted sexual attention, stalking, sustained disruption of talks or other events, and inappropriate physical contact.

The FAW Anti-Harassment Policy applies to all situations of harassment, intimidation, or discrimination at FAW programs and activities and is applicable to all FAW events and venues, including but not limited to FAW events and online interactions. Harassment, intimidation, and discrimination at any FAW venue is prohibited.

### **Code of Conduct**

All participants in FAW events and activities, including faculty, staff, and attendees, are required to comply with the following

anti-harassment code of conduct. The FAW Anti-Harassment Policy prohibits harassment, including but not limited to the following behaviors:

- Deliberate intimidation, stalking, or following.
- Sustained disruption of talks or other events.
- Inappropriate physical contact.
- Unwelcome sexual attention.
- Abusive verbal comments.

*-Quid pro quo* – sexual harassment that occurs when one in an authority position requests sex or a sexual relationship in exchange for professional consideration or favors.

Harassment does not include respectful disagreement or reasonable and respectful critique made in good faith. FAW continues to welcome and appreciate presentation of controversial ideas and creative artistic expression. FAW encourages members to hold one another accountable to the Code of Conduct and to take the perspectives of others seriously when a disagreement arises.

## **Reporting Procedures**

Any person who believes there has been a violation of the FAW Anti-Harassment Policy can report the offense to one or more Safety Team Members who will be available to provide a safe space for members to report an incident. The Safety Team Members for Illustration Intensive will be FAW co-owner **Silvia Acevedo** and Studio Assistant **Melissa Sue Stanley**.

Reports should include the substance of the complaint, date, and whenever possible, a list of witnesses or a reference to the relevant URLs, if the offense occurred online. FAW will fully investigate all complaints, including those made anonymously, and take whatever action is necessary and appropriate to prevent a recurrence. Please note, however, that FAW will not be able to follow up on an anonymous report with the complainant directly, as FAW will not have contact information for the anonymous complainant. FAW will make every attempt to respond to a named complainant in a timely fashion.

## **Non-Retaliation**

The FAW Anti-Harassment Policy prohibits retaliation against a member of the FAW community for reporting harassment, intimidation or discrimination, or for participating in an investigation relating to any complaint made.

## **Sanctions**

FAW takes all allegations of harassment seriously. Sanctions for faculty, speakers, staff or board members may include any of the following:

- warning the party involved that the particular behavior is inappropriate and must be ceased;
- immediate removal from the event;
- denial of access to FAW spaces and venues on a temporary or permanent basis;

- withholding of a contracted honorarium;
- prohibition from future speaking engagements;
- prohibition from future faculty appointments;

Sanctions for *attendees, members, and guests* can include any of the following:

- warning the party involved that specified behavior is inappropriate and must be ceased;
- immediate removal from the event, without refund;
- denial of access to FAW spaces and venues on a permanent or temporary basis.

## **Confidentiality**

FAW will make every reasonable effort to conduct all investigations into allegations of harassment, intimidation, or discrimination in a manner that will protect the confidentiality and respect the reputation of all parties. Notwithstanding the above, confidentiality is not absolute, and those with a legitimate business or legal reason to know will be so informed. FAW will not hesitate to contact law enforcement should legal action be deemed necessary.

*Version 3.0 - 12.2018*