

FANTASY ART WORKSHOP'S  
**ILLUSTRATION  
INTENSIVE**  
WWW.ILLUSTRATIONINTENSIVE.COM

## **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, creating or displaying images of an extreme sexual, pornographic, or violent nature, or behaviors such as intimidation, unwanted sexual attention, inappropriate physical contact, stalking, and/or sustained disruption of talks or other events.

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.

Harassment does not include respectful disagreement or reasonable and respectful critique made in good faith. FAW continues to welcome and appreciate the presentation of controversial ideas and creative artistic expression.

### **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 a non-owner Studio Assistant (to be named on-site).

Reports should include the substance of the complaint, date, and whenever possible, a list of witnesses or, if the offense occurred online, a reference to the relevant URL(s). 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 and may implement any of the following Sanctions on faculty, speakers, and/or staff:

- warning the party involved that the particular behavior is inappropriate and must cease;
- 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;
- reporting of the incident to law enforcement.

Sanctions for *attendees and/or guests* can include any of the following:

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

### **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 5.0 - 11.2021*