

## Harassment Policy

Warriors and Wizards has a ZERO TOLERANCE policy towards harassment of any kind. Staff/Security will not allow this kind of conduct from anyone on festival grounds. We are all here to have fun and harassment makes that impossible.

Harassment can take many forms and includes, but is not limited to: slurs, jokes, statements, gestures, pictures or cartoons regarding a person's race, color, religion, age, gender, gender identity, national origin, disability, marital status or sexual orientation.

In particular, Sexual Harassment includes but is not limited to:

1. Unwelcome sexual advances or requests for sexual favors or acts.
2. Unwanted touching or intimacy
3. Insulting or degrading sexual remarks or conduct.
4. Verbal abuse of a sexual nature.
5. Taking purposefully vulgar or sexual pictures of anyone without their consent.

In all cases consent is defined as an affirmative or "yes" answer to a clearly posed question or inquiry. Costumes are not consent. Presence is not consent. Lack of "no" is not consent.

If you feel you have been a victim of any kind of harassment, please inform a Warriors and Wizard security member. Security is located throughout the festival grounds and at all information areas.