

York Wargames Society Anti-Harassment Policy

The York Wargames Society aims to provide a safe, comfortable and fun experience at all gatherings it organises. Accordingly, we publish and enforce this Anti-Harassment Policy to clarify the behaviour expected of anyone participating in our meetings.

Harassing behaviour will not be tolerated.

Scope

This policy applies to any and all meetings, conferences and events (“events”) organised by the York Wargames Society (“YWGS”, “we”).

Anyone attending such events (“attendees”), whether as a YWGS member, guest, trader, competitor, exhibitor, speaker or otherwise, implicitly acknowledges this policy and promises to abide by it. We will enforce sanctions for failure to comply.

Definition

Harassment includes, but is not limited to:

- Offensive verbal comments (bullying, belittling, demeaning, derogatory, dismissive or otherwise) related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religious belief
- Sexual imagery
- Deliberate intimidation, stalking, or following
- Harassing photography or recording without permission
- Sustained disruption of talks or other events
- Inappropriate physical contact
- Unwelcome sexual attention
- Advocating for, or encouraging, any of the above behaviour

Enforcement of this Policy

We want all attendees to be happy and comfortable. Harassment of others is unacceptable and reduces the value of YWGS events for everyone. All attendees are expected to treat others with respect at all times.

Participants asked to stop any harassing behaviour are expected to comply immediately, regardless of who makes the request.

Traders or other exhibitors at any YWGS event are subject to this anti-harassment policy. Please contact YWGS in advance of attendance for advice if you suspect your planned display, presentation, merchandise or other material may breach this policy.

YWGS organisers will take action to address anything we reasonably anticipate will violate this policy and make the environment hostile for any attendee.

Attendees approached by YWGS investigating complaints of harassing behaviour are expected to be receptive and compliant to the investigators.

Reporting Harassment

If someone makes you or anyone else feel unsafe or unwelcome contrary to the definitions of Harassment as defined in this policy, please report it as soon as possible.

YWGS organisers and managing committee members at the Vapnartak public event can be identified by their "Vapnartak" t-shirts and will be receptive to your report. At club events, please contact a Committee member.

When taking a personal report, YWGS representatives will endeavour to ensure you are safe and cannot be overheard. They may involve other representatives to ensure your report is managed properly. Once safe, we'll ask you to tell us about what happened. This can be upsetting, but we'll handle it as respectfully as possible, and you can bring someone to support you. You won't be asked to confront anyone and we won't tell anyone who you are.

If appropriate YWGS organisers will help you contact e.g. venue security, or otherwise assist you to feel safe for the duration of the event.

Sanctions

An attendee deemed by YWGS to be in violation of this policy will be sanctioned appropriately. Sanctions include verbal warnings or immediate expulsion from the event (with no refund) and/ or refusal of entry to future events.