

Anti-Harassment Policy:

Harassment of any kind is not tolerated at The National Puppetry Festival, a program of Puppeteers of America. This policy applies to all guests, participants, presenters, volunteers, staff, and contractors.

Harassment includes verbal, physical, sexual, and psychological harassment, as well as discrimination based on age, race, ethnicity, nationality, culture, sexual orientation, gender, gender identity, gender expression, religious/non-religious beliefs, disability, immigration status, military/veteran status, or socio-economic status.

All participants and guests should be able to enjoy the National Puppetry Festival – but not at the expense of others. It is in this spirit that **everyone** present is an active participant in upholding this community standard. As a guest, participant, presenter, volunteer, staff, or contractor, you accept the responsibility to respect others and help maintain safety.

This policy applies to all events *and* spaces at The National Puppetry Festival, including our social media pages, as well as any other spaces that Puppeteers of America hosts, both online and offline. Anyone who violates this policy may be sanctioned or expelled from these spaces at the discretion of the Festival leadership team.

What is Harassment?

Harassment is generally defined as unwanted attention or behavior that creates an intimidating, offensive, and/or hostile space for the person or group being targeted. Harassment can be verbal, physical, sexual, and/or psychological. If someone tells you that your comments or behavior are not wanted, you must stop, even if you do not think your behavior was harassing. Harassment is defined by the targeted individual/group.

Examples of harassment include, but are not limited to:

- Rude/inappropriate comments about a person's appearance.
- Sexual and/or vulgar statements.
- Offensive jokes.
- Disparaging remarks about a person's gender, race, religion, sexuality, identity, et cetera.
- Bullying and discrimination.
- Whistling, catcalling, and any kind of non-consensual flirting or sexual advances.
- Following someone or blocking their path.
- Attending a person's performance, visiting their booth, or visiting them wherever they are solely to heckle/ harass them.
- Photographing or recording someone if they have asked you to stop.
- Exposing oneself or miming sexual acts.
- Touching someone without their permission.
- Repeated texting, phone calls, or emails, after being told to stop.
- Deliberate misgendering or use of 'dead' or rejected names.
- Threats of violence (verbal or written).
- Deliberate intimidation (verbal or written).

- Displaying/wearing hate symbols
- Any persistent action that creates a hostile environment for the person or persons being targeted.

By participating in any Puppeteers of America event (as a participant, guest, staff, volunteer, contractor, or member), you are agreeing to this policy. If you have questions, comments or concerns, please reach out to the Festival Director: festdir@puppeteers.org