

GBACG Harassment Policy

The Greater Bay Area Costumers Guild (GBACG) is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, or costuming/sewing ability and choices. We do not tolerate harassment any form of participants at GBACG sponsored activities* or in our online communities. Sexual language, costume, and behavior is not appropriate for any event. Event participants violating these rules may be sanctioned, banned, and/or expelled from the event without a refund at the discretion of the event organizers.

Harassment includes, but is not limited to:

- Comments on an individual's perceived gender, sexual orientation, disability, physical appearance, body size, race, age, religion, or costuming/sewing ability and choices.
- Deliberate intimidation, messaging, stalking, following, or disseminating a person's information, including online handles, for others to intimidate (i.e. "doxxing").
- Harassing photography or recording.
- Sustained disruption of classes, lectures, presentations, or performances.
- Inappropriate or unwelcome physical contact of any kind.
- Unwelcome sexual attention.
- Appropriation of cultural and religious dress, and/or mocking of minorities, cultures, marginalized people through costume, gestures, symbols, and language.
- Use of symbols, however historically accurate, that are current symbols of hate.
- Bullying: including verbal, social, physical bullying, and cyberbullying.
Bullying is a form of aggressive behavior to seek to harm, intimidate, or coerce; which can intentionally and repeatedly cause another person injury, discomfort, and/or anguish.
- Advocating for, or encouraging, any of the above behavior.

Enforcement

Members/Participants asked to stop any harassing behavior are expected to comply immediately.

GBACG board members, volunteers, performers, and staff are also subject to the anti-harassment policy.

Exception: Performance related to racial or sexual situations, discriminatory language, or similar is acceptable if it meets all of the following criteria: (a) the organizers have specifically granted permission in writing, (b) it is necessary to the theme of the event and no alternative exists, (c) it is presented in a respectful manner towards everyone, including women, men, and LGBTQIA** people, (d) attendees are warned in advance in the program and respectfully given ample warning and opportunity to leave beforehand. This exception specifically does not allow use of gratuitous sexual images as attention-getting devices.

If a member/participant engages in harassing behavior, event organizers retain the right to take any actions to keep the event a welcoming and harassment-free environment for all members/participants. This includes warning the offender and/or expulsion from the event with

GBACG Harassment Policy

no refund, which will be to the discretion of the Board present. Any participant reported, warned, or expelled from an event for harassing behavior will have documentation of behavior and will be subject to a review of their “good standing” membership status by the Board and may have their membership revoked, temporarily or permanently, and/or may be banned from future GBACG events.

If member/participant engages in repeated harassing behavior and is warned, after 3 warnings/reports the member will have their membership revoked, temporarily or permanently, and/or may be banned from future GBACG events after Board review.

Event organizers may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participants. This policy is in addition to any specific venue policies that we are required to uphold.

We expect participants to follow these rules at all event venues, event-related social activities, and online forums. We think people should follow these rules outside event activities too! *When in doubt about the suitability of your actions, please Ask First – May I touch your costume? May I take your photo? May I see your hem, shoes, etc?*

Reporting

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible. GBACG board members are present at every event and are there to assist you; they wear black and white ribbon sashes or rosettes at all guild events. Alternatively, the person who checked you in to the event is always a good person to start with. Harassment and other code of conduct violations reduce the value of our event for everyone. We want you to be happy at our event. People like you make our event a better place.

Anonymous Report

At this time, we are not able to accept anonymous reports. GBACG will not reveal your name or contact information to the subjects of any investigation, to respect your privacy. If you have suggestions on how the board can handle anonymous reports, please email any GBACG officer.

Personal Report

You can make a personal report by:

Emailing any GBACG officer: president@gbacg.org, treasurer@gbacg.org, secretary@gbacg.org.

Contacting a GBACG board member in person by reaching out to one of the people running the event, or by asking the Front Gate volunteers to find a board member. Again, board members wear a black and white ribbon sash or rosette at all guild events.

GBACG Harassment Policy

When taking a personal report, our staff will ensure you are safe and cannot be overheard, if the individual does not feel comfortable speaking we welcome text messages or phone communication [electronic forms of communication]. They may involve other event staff to ensure your report is managed properly. Once safe, we will ask you to tell us about what happened. This can be upsetting, but we will handle it as respectfully as possible, and you can bring someone to support you. We will not ask you to confront anyone and we will not tell anyone who you are.

GBACG does not have jurisdiction over non-GBACG people at larger events and public venues (museums, public parks, etc.), especially at “Goes to” events. If harassing behavior occurs at a GBACG “Goes to” event, participants will need to contact local security for the event. GBACG will do our best to help facilitate your report upon request. Many times at these larger events the public may take photos without asking, if this happens and makes an individual uncomfortable, the GBACG board will support you and ask the offending individuals to please ask any member before photographing.

Our team will be happy to help you contact local law enforcement, engage local support services, provide escorts, or otherwise assist you to feel safe for the duration of the event. We value you.

Email: president@gbacg.org, treasurer@gbacg.org, secretary@gbacg.org.

* For this document, “activities” refers to all GBACG-sponsored activities: costume parties (aka events), workshops, Costume Academy, Open House, lectures, Costumers Bazaar, online communities, etc.

** LGBTQIA. Initialism of lesbian, gay, bisexual, transgender, queer/questioning, intersex, and asexual/agender/aromantic.