Harassment Policy

Foundry Consortium    July 2022

Our Guidelines

- Harassment is not tolerated including intimidation, sustained disruption of discussions, inappropriate physical contact, personal attacks, offensive verbal comments, and other unwelcome attention
- Defamatory, profane, discriminatory, misleading, unlawful or threatening comments are unacceptable.
- Discrimination is not tolerated including unjust or prejudicial treatment of different categories of people, behaviors based on bigotry or implicit biases against a particular group

Recognizing Harassment¹

Harassment may be subtle, manipulative and is not always evident. It includes, but is not limited to:

- Deliberately not using someone's current name and/or the correct gender pronoun
- Asking inappropriate personal questions about someone's body, genitals, gender identity or expression, or gender transition, including whether the individual has or plans to have medical or surgical procedures
- Making derogatory remarks, jokes, insults, threats, or epithets including negative stereotypes or comments

Explicit sexual harassments falls into at least one of the following categories:

- Physical touching of genitals or breast
- Explicitly sexual language or conduct
- Lewd or sexually suggestive comments, jokes, innuendoes, or gestures
- Invasion of personal space that compromises physical modesty (e.g. both peeping and flashing)

Responding to Harassment

- All instances of harassment should be reported to Foundry staff
- Anyone engaging in harassment will receive a temporary or permanent ban from the space, based on the circumstances surrounding the incident
- Anyone engaging in harassment will be asked to leave immediately. Only if the person is not willing to leave will security become involved. Foundry staff will determine what is most appropriate for the situation, such as calling mental health or substance abuse hotlines.

¹ The Foundry would like to thank the Culture House for this additional information on recognizing and responding to harassment.
Violation of guidelines

Please see “Space Reservation Guidelines” for violation of general community guidelines.

The Foundry takes allegations of harassment very seriously. We hope the below penalties for violating harassment policy will serve as a deterrent for such behavior, and that, should they ever have to be implemented, these guidelines will keep our community safe.

If during the event, organizers have been found to violate harassment policy (ex: the organizers verbally harass or threaten a participant), the organizers will not be allowed to book space at the Foundry until proof of remedial action has been given to Foundry staff, and not sooner than 4 weeks following the incident. If the event is a series, the Foundry reserves the right to request a substitute leader for the event/workshop and/or cancel the remainder of the series. If such organizer is found to have violated harassment policy a second time, the Foundry reserves the right to prohibit them from booking space for a period of time or in perpetuity.

If a participant is found to have violated harassment policy, the Foundry reserves the right to refuse space rental for a period of time or in perpetuity. Depending on the violation, the Foundry reserves the right to refuse entry as a participant in events for a period of time or in perpetuity.