

PHENOMENON ROLE PLAYING CONVENTION ANTI-HARASSMENT POLICY

The Phenomenon Role Playing Convention is dedicated to providing a harassment-free conference experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion or political preference.

Phenomenon does not tolerate harassment of convention participants in any form. All participants of the convention are subject to the conditions of the policy.

The term 'participant' includes: Players, Game Masters, Traders, Visitors, Volunteers and Phenomenon's Convention Organisers.

Harassment includes (but is not limited as only):

- Verbal comments that are offensive to others. This includes comments based on gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion and political preference.
- Discussion of explicit sexual activities in public spaces. (For example in the registration room including the canteen and, banquet halls).
- Acts of intimidation, stalking and/or (deliberate) following.
- Unwelcomed photography or recording of other convention participants.
- Sustained disruption of events held at Phenomenon Role Playing Convention.
- Inappropriate/unwanted physical contact, and unwelcome sexual attention.

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

If a participant engages in harassing behavior, Phenomenon Organisers may take any action they deem appropriate, including warning the offender or expulsion from the convention (without refund), or report to police.

EVENTS AT PHENOMENON

Events at the Phenomenon Role Playing Convention permit discussion or images related to sex, pornography, discriminatory language, or similar within role playing games as long as:

- It is clearly labelled on the game blurb which organisers have approved and all those intend to play the game have read.
- Players are able, without penalty, to halt or exit the session if they are uncomfortable with the content.
- The content is focussed the experiences of the characters, not the participants.
- The event is held in a non-public space (i.e. a space allocated for that event).

REPORTING

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of convention organisers immediately.

Phenomenon Organisers can be identified by red sashes worn on the torso. Or call on: 0402 536 725.

When reporting an incident to organisers the information asked for will include (but may not be limited to):

- Identifying Information (including Badge Number) of the Attendee.
- The offensive behaviour which has violated the anti-harassment policy.
- The time and place of the incident.
- The circumstances around the incident (including responses by any witness' afterwards).
- Identifying Information of any other witnesses to the incident, including the victim.

Phenomenon Organisers and Volunteers will be happy to help participants contact hotel/venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the convention.

ENFORCEMENT

If a Phenomenon Role Playing Convention Participant is reported to have infringed the anti-harassment policy they may be:

- Warned to cease the offensive behaviour.
- Asked to leave the convention.
- Reported to the police if the behaviour appears to be illegal.

CONTACTS

Email: info@pheno.org.au

Phone: 0402 536 752

Emergency: 000

Police Direct: 131 444

Canberra Rape Crisis Centre (Non-Emergency): 02 6247 2525

Non-Emergency Medical Attention:

Belconnen Walk-in Centre

Belconnen Community Health Centre

Crn Laithlain and Cohen Streets, Belconnen

Open 7.30am to 10pm daily (including public holidays)

Taxi Service: 13 2227