



## SAFE SPACE POLICY

Heartland Equality is dedicated to providing a harassment-free experience for everyone.

- We do not tolerate harassment of participants, staff, volunteers, directors, visitors, or attendees in any form.
- Offensive or graphic sexual language and imagery is not appropriate for any event or venue, including talks.
- Anyone violating these rules may be expelled from the event / location at the discretion of the Director of Operations or Event or Program Facilitator / Host.
  - Anyone asked to stop any harassing behavior are expected to comply immediately.
- If any person engages in harassing behavior, Heartland Equality may take any action they deem appropriate, including warning the offender or expulsion from the event / venue.
- If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a Heartland Equality staff member immediately. Staff are available at every event / venue. Staff will be happy to help individuals contact venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of their visit

### **We value you**

Harassment includes offensive verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.