



# Senpai Cosplay Cruise 2019 Discrimination Policies

## Policy Brief and Purpose

Senpai Cosplay Cruise 2019's anti-discrimination policy explains how we prevent discrimination and protect our attendees, guest, staff, and anyone else whom is within the bounds of Senpai Cosplay Cruise and its events from offensive and harmful behaviors. This policy supports our overall commitment to create a safe and happy environment for everyone.

Our event complies with all anti-discrimination laws, including Title VII of the Civil Rights Act of 1964, Americans with Disabilities Act (ADA) and Age Discrimination in Employment Act (ADEA.) We explicitly prohibit offensive behavior (e.g. derogatory comments towards anyone of a specific gender, ethnicity, race, etc.)

## Immediate Problems & Emergencies

For immediate problems and emergencies dealing with discrimination, please contact the following Senpai Cosplay Cruise staff members:

**SCC Group Leader:** Rosie Van Schoor

Email: [service@rosiescreative.com](mailto:service@rosiescreative.com)

**SCC Procedures and Policies:** Ailey Ellsworth

Email: [masumigroupsstudios@gmail.com](mailto:masumigroupsstudios@gmail.com)

In case of an emergency, type in title of email: CRUISE EMERGENCY

- List your full name/preferred name and nickname if you have one (dead names are not needed unless for medical or police emergencies and will not be given out to anyone for any reason)
- The situation in a brief paragraph or two
- The location of the issue/situation
- The time and day it occurred
- Any other relevant information

## Scope

This discrimination policy applies to all our attendees or guests, staff, and anyone else whom is within the bounds of the cruise, any excursions, or anything in relation to the cruise and its events.

## Policy Elements

Discrimination is any negative action or attitude directed toward someone because of protected characteristics, like race and gender. Other protected characteristics are:

- Age
- Religion
- Ethnicity/ nationality/ race
- Disability/ medical history
- Marriage / civil partnership
- Pregnancy / maternity/ paternity
- Gender/ gender identity/ sexual orientation

## Discrimination

Senpai Cosplay Cruise's anti-discrimination and anti-harassment policies go hand-in-hand. We will not tolerate any kind of discrimination that creates a hostile and unpleasant environment for our attendees or guests, staff, and anyone else within the bounds of the cruise and the Senpai Cosplay Cruise and its events.

## Discrimination Defined

Discriminatory harassment is verbal or physical conduct that demeans or shows hostility, or aversion, toward an individual because of his/her race, color, religion, gender, national origin, age, disability, or because of retaliation for engaging in protected activity and that:

Harassing conduct includes, but is not limited to the following:

- Epithets, slurs, jokes, negative stereotyping or threatening, intimidating or hostile acts that relate to a person's race, color, religion, gender, national origin, age or disability.
- Written or graphic material which demeans or shows hostility or aversion toward an individual or group because of race, color, religion, gender, national origin, age or disability and is posted on walls, bulletin boards, e-mail or elsewhere.
- The terms intimidating, hostile and offensive are interpreted according to legal standards as determined by the law, and are viewed from the perspective of a reasonable person in similar circumstances as the complainant.

### **Race**

Discrimination based on race is prohibited by Title VII of the Civil Rights Act of 1964. Racial discrimination occurs when persons are treated differently than others who are similarly situated because they are members of a specific race (e.g., White, Black, Asian, etc.).

### **Color**

Title VII of the Civil Rights Act of 1964 prohibits discrimination based on color. This type of discrimination occurs when persons are treated differently than others who are similarly situated because of the color of their skin. Color discrimination can occur together with race discrimination, but may also occur between members of the same race.

### **Religion**

Discrimination based on religion is prohibited by Title VII of the Civil Rights Act of 1964. In defining religious discrimination, the United States Supreme Court held that religion is not limited to Orthodox or well recognized denominations; e.g., Catholic, Baptist or Judaism. All that is required is a sincere and meaningful belief equivalent to the belief in God held by the more well recognized religions. Atheists are also protected.

### **Sex**

Discrimination based on sex is prohibited by Title VII of the Civil Rights Act of 1964. Sex discrimination may occur in two ways. The first is a policy or practice which treats similarly situated men or women differently from the opposite gender. The second occurs when a gender-neutral policy or practice has a disproportionate adverse effect on one of the genders.

### **National Origin**

Discrimination based on national origin is prohibited by Title VII of the Civil Rights Act of 1964. National origin discrimination includes that based on an individual's or his or her ancestors' place of origin, or physical, cultural or linguistic characteristics.

### **Age**

Ageism is the stereotyping, prejudice, and discrimination against people on the basis of their age. Ageism marginalizes and excludes generally older people in their communities, but does not exclude those of any age.

### **Disability**

Discrimination based on disability is prohibited by the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990. first occurs when a person with a disability are treated differently on the basis of their physical or mental disabilities.

A person with a disability is defined as one who has a physical or mental impairment which substantially limits one or more major life functions (e.g., walking, speaking, breathing, learning, etc.); one who has a record of such, or one who is regarded as having a disability.

## **Procedure**

All Senpai Cosplay Cruise staff and volunteers are responsible for ensuring that policies designed to prohibit sexual harassment and sexual assault and discrimination at the cruise are applied always and that all procedures and practices are free of discrimination. All staff are obliged to follow legal guidelines and team principles.

In cases when rules are adjudged to have been violated, persons being targeted by such behaviors can address the offender directly if they choose and/or file a report. If the issue is not resolved the complainant can report it to the Senpai Cosplay Cruise staff and/or file a police report as soon as a police officer is available. The report will be investigated in a timely fashion and all parties listened to.

To ensure the prompt and thorough investigation of a sexual harassment complaint, the complainant should provide as much of the following information as possible:

- The name and position of the person or persons allegedly causing the harassment, sexual assault, and/or discrimination.
- A description of the incident(s), including the date(s), location(s) and the presence of any witnesses.
- The effect of the incident(s) on the complainant's ability to perform his or her job and/or ability to enjoy the cruise/cruise events.
- What, if any, steps the complainant has taken to try to stop the treatment.
- Any photos or video of the perpetrator(s).
- Any videos of the incident being reported.
- Any other information the complainant believes to be relevant to the harassment complaint.

## Senpai Cosplay Cruise Staff & Volunteers

Senpai Cosplay Cruise staff must deal expeditiously and fairly with allegations of sexual harassment and sexual assault and discrimination within the cruise/cruise events whether or not there has been a written or formal complaint. They must:

- Take all complaints or concerns of alleged or possible harassment or discrimination seriously no matter how minor or who is involved.
- Ensure that harassment or inappropriate sexually oriented conduct is immediately reported to Senpai Cosplay Cruise staff so that a prompt investigation can occur.
- Take any appropriate action to prevent retaliation or prohibited conduct (such as monitoring the individual for the next 12 hours, taking away cruise event badge, etc.) from recurring during and after any investigations or complaints.

Senpai Cosplay Cruise staff who knowingly allow or tolerate sexual harassment and sexual assault or retaliation, including the failure to immediately report such misconduct to supervisors, are in violation of this policy and subject to discipline.

## Responsibilities of Senpai Cosplay Cruise Staff & Volunteers

The Senpai Cosplay Cruise staff is responsible for:

- Ensuring that both the individual filing the complaint (hereafter referred to as the "complainant") and the accused individual (hereafter referred to as the "respondent") are aware of the seriousness of a sexual harassment and sexual assault complaint.
- Explaining the sexual harassment and sexual assault policy and investigation procedures to the complainant and the respondent.
- Exploring informal means of resolving sexual harassment and sexual assault complaints.
- Notifying the police if criminal activities are alleged to minors, and allowing victims who are 18+ to choose to file or not file police reports.
- Helping victims through the process of filing a police report at during the cruise/cruise events should they wish to file a report or are a minor.
- Arranging for an investigation of the alleged sexual harassment and sexual assault and the preparation of a written report, with a present Senpai Cosplay Cruise staff member who will keep records of dealings with police.
- Submitting a written report summarizing the results of the investigation and making recommendations to designated officials, with a present Senpai Cosplay Cruise staff.
- Notifying the complainant and the respondent of the corrective actions to be taken, if any, and administering those actions, with a present Senpai Cosplay Cruise staff member who will keep records of dealings with police.
- Notifying and working with Norwegian Cruise Lines in escalated situations. As well as stepping aside if asked by the Cruise Line to handle such situations.

## Discipline

Senpai Cosplay Cruise staff who violate this policy are subject to appropriate discipline. If an investigation results in a finding that this policy has been violated, the mandatory minimum discipline is a written reprimand. The discipline for very serious or repeat violations is termination as a Senpai Cosplay Cruise staff. Persons who violate this policy may also be subject to civil damages or criminal penalties.

## Confidentiality

All inquiries, complaints and investigations are treated confidentially. Information is revealed strictly on a need-to-know basis. Information contained in a formal complaint is kept as confidential as possible. Senpai Cosplay Cruise staff will take adequate steps to ensure that the complainant is protected from retaliation during the period of the investigation and ensuring confidentiality. All information pertaining to a sexual harassment complaint and sexual assault or investigation is maintained by Senpai Cosplay Cruise staff in secure files. The Senpai Cosplay Cruise staff can answer any questions relating to the procedures for handling information related to sexual harassment complaints and investigations to complainants and respondents.

All reported behavior against minors must be reported to police and parents of the minor. Should persons over 18 choose, police may be contacted and official forms via the police will be filed out. Procedures involving police will thereby be dealt with through the police at that time and Senpai Cosplay Cruise staff will no longer handle the case or report. Senpai Cosplay Cruise staff however must keep the confidentiality of said persons and events (i.e. no spreading of rumors or discussing the case with those outside of Senpai Cosplay Cruise staff or the incident).

## Other Available Procedures

The procedures available under this policy do not preempt or supersede any legal procedures or remedies otherwise available to a victim of sexual harassment and sexual assault under local, state, or federal law.

## Additional Resources

We will also follow all policies set forth by The Norwegian Cruise Line which can be found at the following links:

<https://www.ncl.com/about/additional-terms-and-conditions>

<https://www.ncl.com/about/security-information>

Here are some videos to help explain some of the following issues discussed above with definitions and in general how to appropriately act.

### **What is consent, assault & harassment?**

<https://www.youtube.com/watch?v=B-ltH7RlpWU>

### **Things Not To Say To Someone Who's Been Sexually Assaulted**

<https://www.youtube.com/watch?v=ySgTgJOqIqE>

### **Things Not To Say To A Trans Person**

<https://www.youtube.com/watch?v=pvBwWeG4Rpc>

### **Things Not To Say To Gay People**

<https://www.youtube.com/watch?v=ujxl5WZJHL4>

### **Things Not To Say To Someone Of Mixed Race**

<https://www.youtube.com/watch?v=g8sY29iN0-c>

### **Things Not To Say To Cosplayers**

<https://www.youtube.com/watch?v=EnLgvohAnKU>

### **Cosplay Is Not Consent**

<https://www.youtube.com/watch?v=kViq2YuRi00>

**Little Things You Can Do To Combat Racism**

<https://www.youtube.com/watch?v=Q4nPz7LUDNM>