



ANTI - HARASSMENT POLICY

Metro Comic Con is dedicated to providing a harassment-free and welcoming event experience for everyone, regardless of gender, gender identity and expression, sexual orientation, physical appearance (including costumes), body size, disability, race or religion. Cultural appropriation and/or changing your natural skin tone to that of another realistic ethnicity is not cosplay. Metro Comic Con is a family event; all clothing and costumes must be suitable for all age groups. Accidental exposure or costumes of an inflammatory and/or offensive nature are not permitted.

Metro Comic Con has a zero-tolerance policy for harassment of any kind. This policy applies to everyone who attends the event. Exhibitors, attendees, speakers, guests, media, sponsors, staff, volunteers, security & any other persons at Metro Comic Con are all subject to our anti-harassment policy, such that the following behaviours and/or items are not permitted at the event:

- offensive verbal or written comments - including profanity;
- stalking (online or physically) including intimidation;
- physical assault/and or battery of any kind;
- inappropriate physical contact of any kind;
- physical attention and harassment or non-consensual photography or recording;
- sustained disruption of panels, signings and other events at Metro Comic Con;
- bathroom policing;
- sexual images and/or displays;
- clothing or props that feature hate symbols, hate speech, profanity, graphic images of sexual activities or violence, or other inappropriate content.

Should you witness any breaches of this policy, please contact a member of staff wearing a Metro Comic Con staff shirt immediately, or go to the Information Desk or Cosplay booth for assistance.

When making a report, staff will record all relevant details, including witness statements, in an Incident Report Form, and further assist participants to contact venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel supported for the duration of the event. If you witness an incident of harassment or bullying, contact Metro Comic Con staff immediately and do not engage directly. Take note of those involved in the incident and any other relevant information, such as time and location, details on what occurred and current location of those involved if possible. The witness statement will be included in the incident report.

To resolve an incident staff will take action as deemed appropriate within the scope of Victorian Federal Law. Should an individual who has violated these policies not cease such behaviours immediately, action such as removal from the event without a refund and a permanent ban from all Metro Comic Con events will be imposed. Should it be warranted, organisers will notify local law enforcement authorities. All recorded details gathered for the incident report, including but not limited to security footage, video playback and photographs, statements from victims and witnesses, etc. will be provided to the police as required.