Murder One Anti-Harassment Policy

Aim

We at the Murder One Crime Writing Festival acknowledge that harassment and sexual harassment have potentially serious, long-term effects on mental health, well-being and ability to work. This policy aims to promote a safe, inclusive and respectful environment for staff, volunteers, musicians and guests alike, regardless of gender, race, disability, sexual orientation or any other personal attribute. Behaviour which makes people feel threatened or unsafe is not acceptable and will not be tolerated. We ask everyone who attends our festival to make a commitment to the principles outlined below.

What is harassment?

Harassment is behaviour which is unwelcome, is based on someone's personal attributes (such as gender) and could reasonably be regarded as offensive, humiliating or intimidating to that person. It includes (but is not limited to):

- sexual harassment such as unwanted touching, or pressure for sexual activity, belittling or excluding a person because of their gender, making decisions on the basis of a person's acceptance or rejection of sexual advances;
- using racist language;
- undermining someone because of a personal attribute such as race, disability or sexual orientation.

Appropriate conduct

We require all participants, both authors and festival attendees, to commit to the following:

- To behave respectfully towards others;
- Not to harass staff, volunteers, authors or guests;
- If someone tells you to stop behaving in a particular way, to listen to them and stop engaging in that behaviour;
- Not to victimise someone for challenging your behaviour.

Complaints

If you encounter harassment at our festival and feel unable to deal with it yourself, you should report it immediately, ideally in person, to our festival director Vanessa Fox O'Loughlin, who will investigate. We will take appropriate steps to address the harassment which may include ejecting the perpetrator, taking disciplinary action or terminating a contract.

Contact Vanessa via email: vanessa@writing.ie telephone: 087 2835382