

## **St Hilda's Crime Fiction Weekend Code of Conduct Policy**

St Hilda's Crime Fiction Weekend (HCFW) brings together crime writers and readers from across the country and around the world, in Oxford and online. We strive to make the Weekend a warm, welcoming and safe experience for all.

HCFW has a zero-tolerance policy to any harassment, abuse or discrimination against any attendees whether they are authors, audiences, staff or volunteers. We welcome all visitors regardless of ethnicity, religion, gender identity, disability, sexual orientation, class or age.

Harassment includes behaviour which is offensive, threatening, intimidating or degrading. Behaviour that purposefully makes someone feel uncomfortable, threatened, or in danger is also considered to be harassment. Behaviour includes actions as well as verbal and written comments. Examples of harassment include: unwanted sexual or violent approaches or comments, unwanted physical contact, stalking, following, racial slurs, homophobic or transphobic comments, and the taking of photographs, audio or video recordings after being asked not to do so.

Any attendee whose behaviour violates this policy will be asked to stop and cooperate immediately. If the attendee does not cooperate, they will be asked to leave the Weekend. In appropriate cases, the matter may be reported to the police. This applies to all spaces during HCFW including the main College venues, queues, book signings and the green room. This also applies to our website, social media, online streaming platforms, email and any other digital communications.

If, during the Weekend, you witness harassment, please notify your nearest member of HCFW staff.

We have put this policy in place to ensure the comfort and enjoyment of HCFW for all attendees. We look forward to welcoming you to St Hilda's in August.