

AmeChibi 2025 Safety, Anti-harassment and Bullying Policy

Introduction

The Amecon committee is committed to the safety of all attendees, guests, staff and associated third parties at our events, and providing a happy and comfortable place for everyone in attendance.

We do not accept discrimination, bullying or harassment in any form at our events. It's important that we all act appropriately to make sure that everyone at our events has a great time without feeling singled out or abused, and that we all treat each other with fairness and respect.

Defining Discrimination & Harassment

The Equality Act defines discrimination in the following ways:

- Direct discrimination - treating someone with a protected characteristic less favourably than others
- Indirect discrimination - putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage
- Harassment - unwanted behaviour that violates someone's dignity or creates a hostile environment for them
- Victimisation - treating someone unfairly because they have complained about discrimination or harassment

Reporting

If an individual or group feels they are being harassed, discriminated against (directly or indirectly), or victimised, they should immediately contact convention operations or the hotel front desk.

At convention operations the incident will be logged by adjourning to a private space away from the main convention.

Actions

The top priority should always be the safety of anyone attending our event. In the case that an incident is reported, the first action will generally be separating the involved parties, to make sure any inappropriate action cannot continue.

Depending on the incident the Committee may wish to gather additional evidence from anyone who was a witness.

The Committee reserves the right to revoke the membership of those involved and request the hotel to escort them from the premises, if it is required..