



## **Anti-Harassment Policy**

All forms of harassment are prohibited and will not be tolerated. Any person who feels they have been the victim of harassment should ask the harasser to cease the behavior if they feel safe doing so. Members or guests asked to stop any harassing behavior are expected to comply immediately. Harassment includes, but is not limited to, the following:

- Offensive comments related to race, color, religion (or creed), gender, gender identity or expression, age, national origin, physical appearance, language, disability, marital status, educational background, sexual orientation, or military status
- Gratuitous sexual or obscene images or behaviors on the Cola Makerspace premises
- Unwelcome physical contact or sexual attention without consent or after a request to stop
- Threats or incitement of violence towards any individual, including encouraging a person to engage in self-harm
- Deliberate intimidation by words, gestures, body language, or menacing behavior
- Stalking
- Harassing photography or recording, including logging online activity for harassment purposes
- Continued one-on-one contact or communication after requests to cease
- Deliberate outing of a sensitive aspect of a person's identity without their consent
- Deliberate mis-gendering. This includes dead-naming or persistently using a pronoun that doesn't correctly reflect a person's gender identity