

ANTI-HARASSMENT POLICY

INTERNATIONAL LIVE MUSIC CONFERENCE (ILMC) & INTERNATIONAL FESTIVAL FORUM (IFF)

Last updated: 12 April 2023

ILMC & IFF are dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age or religion. We do not tolerate harassment of delegates in any form. Delegates or any other participants violating these rules may be sanctioned or expelled from the event without a refund at our discretion.

Unacceptable Behaviour

Unacceptable at any conference related activity is:

- **Abuse:** Any action directed at an individual that (a) interferes substantially with that person's participation; or (b) causes that person to fear for his/her personal safety. This includes threats, intimidation, bullying, stalking, or other types of abuse.
- **Discriminatory Harassment:** Any conduct that discriminates or denigrates an individual on the basis of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, nationality or religion.
- **Sexual Harassment:** Unwelcome sexual advances, requests for sexual favours, or other verbal/physical conduct of a sexual nature.

Examples include (but are not limited to):

- Unwelcome advances or propositions, particularly when one individual has authority over the other.
- Inappropriate touching of an individual's body.
- Degrading or humiliating comments about an individual's appearance using an activity-related communication channel to display or distribute sexually explicit images or messages.

Harassment can also occur when there is no deliberate intention to offend. Be careful in the words that you choose. Harassment committed in a joking manner or disguised as a compliment still constitutes unacceptable behaviour. Remember that sexist, racist, and other exclusionary jokes can be offensive to those around you.

Consequences of Unacceptable Behaviour

If a participant at ILMC or IFF engages in prohibited behaviour, the conference leaders reserve the right to take any action deemed appropriate to ensure the physical and emotional safety of the attendees, including removing an individual from the conference without warning or refund. Appropriate sanctions also will be taken toward any individual who knowingly makes a false allegation of harassment.

Reporting

Harassment and other code of conduct violations reduce the value of our event for everyone. We want you to be happy at our event.

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible to any of the on-site security personnel, or a member of the ILMC or IFF team.

You can make a report either personally or anonymously.

Anonymous Report

You can [make an anonymous report here](#)

We can't follow up an anonymous report with you directly, but we will fully investigate it and take whatever action is necessary to prevent a recurrence.

Personal Report

You can make a personal report by:

- Contacting any member of security in any of the event venues
- Contacting any member of the ILMC/IFF team, who will then introduce you to the event's welfare officer
- Filling in the [report form here](#)

When taking a personal report, our staff will ensure you are safe and cannot be overheard. They may involve other event staff to ensure your report is managed properly. Once safe, we'll ask you to tell us about what happened. This can be upsetting, but we'll handle it as respectfully as possible, and you can bring someone to support you. You won't be asked to confront anyone and we won't tell anyone who you are.

Our team will be happy to help you contact any further authorities or support services, or provide escorts, or otherwise assist you to feel safe for the duration of the event.

To get in touch with us for other general enquiries, please email hello@ilmc.com or call +44 (0) 203 743 0300.