

The Foundation for the Future of Literature and Literacy, dba

Bay Area Book Festival

Anti-Harassment, Anti-Intimidation, and Anti-Discrimination Policy

The organizers of the Bay Area Book Festival (BABF) are committed to providing safe, courteous, and harassment-free events and activities for our attendees, presenters, vendors, sponsors, volunteers, staff, and officers.

As such, we take enforcement of our anti-discrimination and anti-harassment policy very seriously. Toward that end, we've implemented a zero-tolerance policy regarding harassment, intimidation, and discrimination. This includes all forms of harassment, intimidation, and discrimination made on the basis of age, ancestry, race, religion (or lack thereof), appearance, citizenship, nationality, class, sex, sexual orientation, gender/gender identity, marital/domestic partnership status, medical condition, physical or mental disability, or any other marginalized identity.

BABF as an organization and in its activities is inclusive and respectful of everyone and does not allow discrimination, regardless of age, ethnicity, sexual orientation, gender identity and expression, disability, physical appearance, body size, ethnicity, or religion (or lack thereof), and we expect the same from those who participate in our events.

Harassment includes, but is not limited to, offensive verbal or written comments related to the categories above; off-color or obscene jokes, remarks, or gestures, or other words or conduct of a sexual nature or relating to any other category above that makes the recipient or observer uncomfortable; display of harassing images; inappropriate physical contact; deliberate intimidation, stalking, and following; and unwelcome photography or recording. This type of behavior will not be tolerated at BABF events and we may disinvite anyone who is known to have committed acts of harassment.

Harassment and intimidation do not include respectful disagreement, discussion, or reasonable and respectful critique made in good faith. BABF continues to welcome and appreciate presentation of controversial ideas, free speech, and creative artistic expression, including open discussion of sexuality, race, and other issues, including those that may be associated with traumatic experience, that may be uncomfortable for some attendees. Under this policy, BABF and its presenters are required to present any such topics with respect and with motivations of critique and dialogue, never intention to trigger or with prurience or discrimination.

The policy also prohibits sustained disruption of talks or other events. Attendees, presenters, vendors, volunteers, staff, and officers are required to respect common sense rules for public behavior and personal interaction, as well as general courtesy and respect for private property.

BABF takes any violation of this policy very seriously. Anyone at a BABF event who violates this policy may, in the judgment and discretion of BABF, be asked to stop, may be expelled from a BABF event, without refund if applicable, and may be prevented from attending future BABF events.

This policy prohibits retaliation for reporting harassment, intimidation, or discrimination, or for participating in an investigation relating to any complaint made. BABF will make every reasonable effort to conduct all investigations into allegations of harassment, intimidation, or discrimination in a manner that will protect the confidentiality of all parties. Parties to the complaint should treat the matter under investigation with discretion and respect the reputation of all parties involved.

We urge anyone who witnesses, is made aware of, and/or experiences any related issues or problems to notify the Bay Area Book Festival by contacting Samee Roberts, Managing Director (510-220-8140, samee@baybookfest.org) immediately.

Persons finding themselves in a situation where they feel their safety is at risk should call the police by dialing 911.

If you are aware of an attendee not in compliance with this policy, please immediately locate a member of our Event Security Team and/or the Venue Manager at each venue, and/or report the incident to the Festival Information Tent.

We value your attendance and your well-being. Many thanks for your cooperation.

Approved by the Board of Directors on April 12, 2018.

BABF acknowledges the contributions of the American Booksellers Association, the Pacific Northwest Booksellers Association, and the Southern California Independent Booksellers Association to this policy.