

## **The Writers' Loft Anti-Harassment Policy and Code of Conduct**

### **Anti-Harassment Policy**

At the Writers' Loft, we have a no-tolerance policy for harassment or disparagement.

The Writers' Loft community is open, affirming, and welcoming. We actively support all writers and illustrators regardless of religion, gender, age, disability, sexual identity, race, political leaning, or background.

If you experience something that makes you uncomfortable at the Loft, please bring it to the attention of the host present and/or fill out our contact form to let us know. We will immediately contact you to resolve the situation satisfactorily.

Beyond the anti-harassment policy, we also enforce our specific code of conduct at the Loft.

### **Code of Conduct**

- I enter the community in the spirit of helping other authors and illustrators gain mastery over their craft, and I will ask for help to do the same.
- I will treat others the way I would like to be treated.
- I understand that listening is as important as talking.
- I understand that thoughtfully critiquing and discussing others' works is a cornerstone to growth for myself, and I will come to groups prepared to help others first.
- I will not sell myself or my products unless I have express permission to do so. I understand that the Writers' Loft is a community, not a group to market my products.
- I agree that I can learn from anyone at the Loft, whether they are just starting out in the writing industry or a best-selling author or illustrator.
- I will treat industry professionals and authors and illustrators with respect and not as stepping stones to forward my career.
- If I have a difficulty with someone at the Loft, I will respectfully explain my perspective and hear theirs, and then agree to disagree.
- I will respect all individuals at the Loft, and I will respect different points of view.
- I will carry myself professionally, whether via email, in the Facebook group, or in person at the Loft.
- I will give others the benefit of the doubt. I understand that many people have difficult situations in their private lives and may not always act as awesomely as they or I would want.
- If there is a situation that makes me feel uncomfortable at the Loft, I will follow the appropriate channels--discuss with the host on site and then email the Loft until the situation is satisfactorily resolved.

At the Writers' Loft, we reserve the right to deny entrance to any individuals who we feel disregard the Code of Conduct.