

Harassment and code of conduct policy

Cymera is an annual celebration of science fiction, fantasy and horror writing that aims to nurture the enjoyment of those genres by bringing together writers and readers from Scotland and beyond to share ideas, create stories and celebrate their imagination.

We aim to be a welcoming and friendly festival and become an integral part of the science fiction, fantasy and horror community. We want Cymera to be a safe and comfortable experience for all.

Cymera has a zero-tolerance policy to any harassment, abuse, or discrimination against any attendees whether they are authors, audiences, staff or volunteers. We welcome all visitors regardless of ethnicity, religion, gender identity, disability, sexual orientation, class or age. Harassment may take a number of forms. It includes behaviour which is offensive, threatening, intimidating or degrading. Behaviour that purposefully makes someone feel uncomfortable, threatened, or in danger is also considered to be harassment. Behaviour includes actions and verbal and written comments. Examples of harassment include: unwanted sexual or violent approaches or comments, unwanted physical contact, stalking, following, racial slurs, homophobic or transphobic comments, and the taking of photographs, audio or video recordings after being asked not to do so.

Any attendee whose behaviour violates this policy will be asked to stop and cooperate immediately. If the attendee does not cooperate they will be asked to leave the event. In appropriate cases, the matter may be reported to the police. This applies to all spaces during Cymera including venues, cafes, queues, book signings, green rooms, staff rooms, hotels, bars, restaurants and any areas where a Cymera event is being held. This also applies to the Cymera website, social media, email, and any other digital communications.

If, during the festival, you witness harassment, please notify your nearest member of the Cymera staff, a volunteer or bar staff as appropriate or call the police for severe or urgent harassment (such as immediate physical danger).

We have put this policy in place to ensure the comfort and enjoyment of Cymera for all attendees.