

PNBA Event Code of Conduct

The Pacific Northwest Booksellers Association is an organization inclusive of all peoples, regardless of age, ethnicity, sexual orientation, or gender identity. As such, we take safety and anti-harassment policies very seriously. All participants at PNBA events are required to adhere to PNBA's code of conduct, as described below. This includes booksellers, librarians, exhibitors, guests, sponsors, volunteers, and all affiliated attendees.

Nutshell

PNBA is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, ethnicity, or religion (or lack thereof). We do not tolerate harassing behavior. Event participants violating these rules may be sanctioned or expelled at the discretion of PNBA organizers.

Specifics

PNBA expects all participants to follow established rules throughout official event offerings and related social events.

Prohibitive behavior includes offensive verbal comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, ethnicity, and religion; deliberate intimidation, stalking, following, sustained disruption of talks or other events; unwelcome photography or recording, physical contact, or sexual attention.

Vendors, presenters, sponsors, and related guests are all subject to the anti-harassment policy. While PNBA is committed to freedom of speech and expression, including open discussion of sexuality, prurient sexual imagery or language should not be a primary emphasis during presentations or when promoting products for distribution or sale. Similarly, the use of discriminatory language may be permissible, but only in the context of respectful discussion about associated topics.

Participants asked to cease any of the above described harassing behaviors are expected to comply immediately and may be expelled from a PNBA event, without refund, at the discretion of the organizers. Offenders also risk having PNBA membership and future participation privileges revoked.

If you are being harassed, observe someone else being harassed, or have concerns, please notify PNBA event organizers immediately. We will be happy to assist with immediate intervention or escort and, when necessary, by contacting venue security or local law enforcement. We value your attendance and your well-being.

Be Excellent to Each Other.