



Zimbabwean Music Festival

ZIMFEST (USA) PARTICIPANTS' CODE OF CONDUCT

Thank you for your participation in the Zimbabwean Music Festival. We believe everyone involved in Zimfest events including performers, teachers, volunteers, staff, and other attendees should experience our programs free from any harassment or discrimination. Please see the following code of conduct to help ensure that we maintain this safe space.

Verbal, Physical, Mental or Emotional Harassment

The Zimfest Association expects civil and respectful treatment of all individuals working for or at, volunteering for or at, teaching for or at, performing for or at, participating in, and attending Zimfest programs and events. Individuals participating in Zimfest events should not harass or be harassed for any reason. The purpose of this policy is to ensure that the event is an inclusive, welcoming, and safe space that is free from threat and/or abuse – verbal, physical, mental or emotional. The conduct prohibited by this policy includes conduct in any form including but not limited to email, voice mail, text messages, pictures, images, writings, words, gestures or actions. While it is not easy to define precisely what harassment is, it includes: slurs, epithets, threats, derogatory comments or visual depictions, unwelcome jokes and teasing. In addition to sexual harassment (addressed specifically below), the Zimfest Code of Conduct forbids harassment based on race/color, ethnicity, national origin, religion, sex/gender (including gender identity/expression, sexual orientation and pregnancy), age, veteran status and disability status.

Sexual Harassment

Sexual harassment will not be tolerated. While it is not always easy to define precisely what sexual harassment is, it may include: unwelcome sexual advances, requests for sexual favors, and/or verbal or physical conduct of a sexual nature including, but not limited to, sexually related drawings, pictures, jokes, teasing, emails, text messages, uninvited touching or other sexually-related comments. The conduct prohibited by this policy includes conduct in any form including but not limited to email, voice mail, text messages, pictures, images, writings, words or gestures. Sexual activity without consent is rape or sexual assault. A lack of verbal or physical resistance does not, by itself, constitute consent. In the [state of Washington](#), an individual who is intoxicated or under the age of 18 cannot legally consent to sexual activity.

The Zimfest Association will take all complaints seriously and investigate any complaint. Those who violate this policy may not be invited to participate in future Zimfest events. There will be no adverse action taken against participants who report violations of this policy in good faith or participate in the investigation of such violations.

Reporting Harassment and Other Complaints

Any Zimfest participant who believes that this policy is being or has been violated is strongly encouraged to report the situation as soon as possible to a member of the organizing committee or to the following staff or board members who have been designated to receive such complaints:

Maria Minnaar-Bailey (ZA Board Interim Board President) maria@zimfest.org (469) 387-5780

Claire Jones (Festival Coordinator) claire@zimfest.org (206) 393-7827

Heather Steele (ZA Board Treasurer) heather@zimfest.org (208) 794-6474

If the situation merits (e.g., active verbal harassment or sexual assault), intervene if you can do so safely. In case of emergencies, you may wish to call 911 to request police assistance. For non-emergencies you may call the CWU Front Desk at (509) 963-2959 during office hours Mon - Fri 8 am - 5 pm or KITCOM Dispatch (509) 925-8534 after hours and weekends.

Thank you for ensuring a safe and welcoming experience for all!