



Code of Conduct

Hyperreality is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, mental illness, neurotype, physical appearance, body, age, race, ethnicity, nationality, language, or religion. We do not tolerate harassment of participants in any form.

Everyone participating in the Hyperreality community - including, but not limited to the Festival - is required to agree to the following Code of Conduct. This includes all attendees, performers, volunteers, and staff.

This code of conduct applies to all Hyperreality spaces, including the festival, the workshops and social media, both on- and offline. Anyone who violates this code of conduct may be sanctioned or expelled from these spaces at the discretion of the Hyperreality team.

Harassment includes, but is not limited to:

- ★ Offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, neurotype, physical appearance, body, age, race, ethnicity, nationality, language, or religion
- ★ Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment
- ★ Deliberate misgendering or use of 'dead' or rejected names
- ★ Gratuitous or off-topic sexual images or behaviour in spaces where they're not appropriate
- ★ Physical contact and simulated physical contact (eg, textual descriptions like "hug" or "backrub") without consent or after a request to stop
- ★ Threats of violence
- ★ Unwelcome sexual attention
- ★ Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others

Hyperreality prioritizes marginalized people's safety over privileged people's comfort.

Hyperreality reserves the right not to act on complaints regarding:

- ★ 'Reverse' -isms, including 'reverse racism,' 'reverse sexism,' and 'cisphobia'
- ★ Reasonable communication of boundaries, such as "leave me alone," "go away," or "I'm not discussing this with you."
- ★ Communicating in a 'tone' you don't find congenial
- ★ Criticizing racist, sexist, cissexist, or otherwise oppressive behavior or assumptions

Reporting

If you are being harassed or you notice that someone else is being harassed, or have any other concerns, please contact the Hyperreality team on-site or hello@hyperreality.at. If the person who is harassing you is on the team, they will recuse themselves from handling your incident. We will respond as promptly as we can.

In order to protect volunteers from abuse and burnout, we reserve the right to reject any report we believe to have been made in bad faith. Reports intended to silence legitimate criticism may be deleted without response.

We will respect confidentiality requests for the purpose of protecting victims of abuse. At our discretion, we may publicly name a person about whom we've received harassment complaints, or privately warn third parties about them, if we believe that doing so will increase the safety of our community or the general public. We will not name harassment victims without their affirmative consent.

Consequences

Participants asked to stop any harassing behavior are expected to comply immediately.

If a participant engages in harassing behavior, the Hyperreality team may take any action they deem appropriate, up to and including expulsion from all Hyperreality spaces and identification of the participant as a harasser to other community or the general public.

Thanks. This policy was based on resources provided by Geek Feminism.

*Photography

By attending this festival, you acknowledge that images may be captured during the event using photography and video, and that unless you request otherwise these images may be used to promote the festival, or any events taking place therein, in future, or provided to the media for publication.

*Injuries and lost Items

Hyperreality festival is not responsible for any loss, theft, damage or injury that may occur during the festival. If you lost something you can send an email: hello@hyperreality.at