**Harassment policy**

The International Socialists aims to provide an environment free of harassment at all its events.

We as socialists recognize that oppression is systemic and not simply a matter of individual behaviour. However, we do not condone behaviour that reinforces systemic oppression, or that inhibits participation in our events by reinforcing relations of oppression that already exclude people in societies created by capitalism.

Harassment may occur through offending or demeaning a person on the basis of their race, colour, ancestry, place of origin, nationality, religion or religious beliefs, family or marital status, physical or mental ability, age, gender, sexual orientation, gender orientation or gender expression, whether these be actual or perceived.

Sexual harassment is to display, by word or deed, sexual attentions towards another person of a nature which may be reasonably considered to be vexatious, abusive, or threatening, or simply unwelcome.