

# CODE OF CONDUCT

## Valuing Inclusion and Diversity

We strive to foster an inclusive environment in which everyone feels welcome, valued, and respected

## Respectful Environment

Respect is part of the foundation for what we value, how we are expected to treat each other, and how we lead. Attendees and staff must avoid behaving disrespectfully, including behavior that would reasonably offend, intimidate, embarrass, or humiliate others, whether deliberately or unintentionally. Disrespectful behavior, sexual harassment, harassment, and/or bullying will not be tolerated.

## Anti-Harassment Policy

WizKids is committed to maintaining an environment that is free from harassment. WizKids will not tolerate harassment of or by attendees or its staff. Harassment prohibited by this policy is not just harassment that occurs within the building/venue in which the event physically takes place. For example, in-person interactions, calls, texts, emails, and social media posts can constitute harassment, even if they occur outside the physical event venue or outside of event hours, or on personal devices.

## Definitions & Examples of Harassment

The term "harassment" is used in this policy to refer to sexual harassment as well as other forms of harassment. Below are definitions of sexual and other forms of harassment, as well as examples of conduct that may constitute harassment. (These lists are examples only; they are not all-inclusive. Defining harassment may also differ based on state specific laws.) WizKids prohibits this conduct in association with any WizKids sponsored event or activity, even if the conduct is not sufficiently severe or pervasive to constitute unlawful harassment.

Sexual harassment-Sexual harassment is unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a

- Examples of sexual harassment include:
- Unwanted physical touching
  - Telling sexually explicit jokes or stories
  - Making lewd or offensive comments or gestures
  - Displaying sexually suggestive objects, cartoons, or pictures

- Sending sexually explicit messages, images, emojis, or similar items by letters, notes, electronic mail, phone, text message, social media, mobile application, or similar platforms
- Making offensive comments about a staff member or attendee's body, physical appearance, or clothing
- Using terms of endearment (e.g., "dear" or "sweetheart") when referring to attendees or staff of one gender
- Repeatedly asking an attendee or staff member for a date or meeting outside of event hours after they have indicated an unwillingness to go

## Other Forms of Harassment

Other forms of harassment include offensive comments/conduct pertaining to a person's race, ethnicity, religion, creed, ancestry, national origin, age, physical or mental disability, sexual orientation, gender identity and expression, marital status, or veteran status and/or exclusion of a person from conversations or activities due to any of the above.

Examples of other forms of harassment include:

- Making gestures, threats, derogatory comments, or slurs that may be offensive to individuals in a particular group
- Bullying behavior that is threatening, intimidating, verbally abusive, or results in other disruptive actions at the event
- Displaying derogatory objects, photographs, cartoons, calendars, or posters
- Sending messages, images, emojis, or similar items by letters, notes, electronic mail, phone, text message, social media, mobile application, or similar platforms, that may be offensive to individuals in a particular group

## Reporting Incidents of Harassment

Report incidents of harassment to the show manager on duty or any WizKids staff member.

WizKids and WizKids staff reserve the right to remove any persons engaging in this behavior from the tournament hall. Should the behavior warrant it or should the person continue their behavior outside of the tournament hall, WizKids and WizKids staff reserve the right to elevate the situation to Graceland staff to have the person removed from premises.