

Fur Reality Code of Conduct

Introduction

This code of conduct applies to all attendees who have signed up for or been invited to events in which Anthro Weekend Operators of Ohio LLC d/b/a Fur Reality is hosting, organizing, or involved as a participant. This document will be updated as needed and Fur Reality is not required to post notice of updates.

Overriding Rule

In the absence of a specific rule, any action or behavior that causes significant interference with event operations, causes excessive discomfort to other attendees, or adversely affects Fur Reality's relationship with its guests, its venues, partner organizations, or the public is strictly forbidden and may result in removal from an event or a temporary or permanent ban from attending future Fur Reality events.

Furthermore, because this rule can't include all possible situations, Fur Reality reserves the right to deny attendance to any person without explanation during, prior to, or after an event.

Fur Reality Staff

Fur Reality Board of Directors (individually: Director), Safety Team, and other staff are listed at <https://www.furreality.org/staff/>. Board of Directors and Safety Team are referred to in this document.

Questions and Appeals

If you have any questions in reference to this document or a policy decision made at an event, please contact a Director or email board@furreality.com for assistance.

Badges

This section only applies to events where a Badge is used to control access. A Badge is a badge, wristband or other proof of purchase.

Every attendee is required to wear their Badge in a visible manner at all times. The Badge may not be transferred to another person or worn by a person other than the one who purchased it. The Badge may not be altered in a way that obscures or changes information on the Badge.

A damaged Badge may be replaced once for free by turning it in. A lost Badge will not be replaced.

Liability Waiver

Anyone who attends a Fur Reality event voluntarily assumes all risk and danger incidental to attending the event, whether occurring prior to, during or subsequent to the event, and Fur Reality will not be liable for any resulting harm, including death, personal injury, loss, damage or any other liability. Fur Reality will have no liability to attendees and hereby disclaims any and all warranties of any kind, express or implied for Fur Reality events.

Harassment

Fur Reality is dedicated to providing a harassment-free event experience for everyone. We do not tolerate harassment of attendees in any form.

Harassment includes, but is not limited to:

- Disparaging comments related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion (or lack thereof).
- Sexual images in public spaces
- Deliberate intimidation, stalking, or following
- Harassing photography or recording
- Sustained disruption of talks or other events
- Inappropriate physical contact
- Unwelcome sexual attention
- Advocating for, or encouraging, any of the above behaviour
- If someone makes you or anyone else feel unsafe or unwelcome, please report it to Fur Reality staff as soon as possible.

Dress Code and Fursuits

Clothing must be PG and not overly revealing or blatantly fetish gear. For example, nylon harnesses and leather collars are allowed but some gear or masks may not be allowed. For safety reasons, we do not allow leashes of any type to be worn.

Clothing that contains offensive or violent imagery is discouraged. If other attendees or the venue complains, you may be asked to change clothes or remove the offending item. Failure to do so promptly may result in your being removed from the event.

Fursuits are not allowed in the pools, on pool decks, or in any areas where food is prepared or served. For purposes of the dress code, fursuits and other costumes are considered clothing, provided they are not overly revealing.

Alcohol Policy

Anyone knowingly or unknowingly providing alcohol to anyone under the age of 21 will be guilty of a felony and will be turned over to the authorities. It is the sole responsibility of persons serving alcohol in room parties to ensure that every person in attendance is over the age of 21, even if that person is not drinking alcohol.

There is to be at no time any alcohol in a space rented by Fur Reality unless specifically permitted by both the Board of Directors and the venue. This applies even if the venue serves alcohol.

Adult Materials

No materials of an adult or erotic nature may be displayed or distributed in view of minors. This includes artwork, video, and paraphernalia including but not limited to condoms, sex toys, and erotic artwork.

Weapons Policy

Weapons and Replicas

No actual weapons or any item that can be easily mistaken for one may be carried either openly or concealed at any time at a Fur Reality event. Personal pocket knives with single-edged blades less than 4 inches long are permitted.

Realistic weapon replicas are permitted as part of a costume only during costume events such as the Fursuit Parade, and must be appropriately peace-bonded; see the Fur Reality's Safety Team for instruction on how to do so. They must be cased or otherwise secured when being carried outside of costume.

Concealed Firearms

Fur Reality prohibits attendees from possessing firearms at its events. Firearms defined as by Ohio law. Any attendee seen with a firearm at an event without express written permission from a Director will be permanently banned from attending Fur Reality events.

If you would be permitted to, under Ohio law, carry a concealed firearm at a venue or store a firearm in a hotel room, Fur Reality can not legally object. However, if the weapon becomes unholstered, prints on clothing, or becomes otherwise visible to attendees, it will be treated as a possessing a firearm and you will be permanently banned.

Additionally, if you announce you have brought or will be bringing a firearm to an event, regardless of whether you have a weapon on your person, you may be banned as a result. Notifying others you have brought or will bring a firearm will be considered as a threat to use said firearm.

Exceptions

Duly appointed law enforcement officers and security guards licensed by the State of Ohio and hired by Fur Reality or the venue are exempt from Fur Reality's Weapons Policy.

Damage to Property

Any act of vandalism, deliberate or excessive damage to property, or interference with any venue employees in the performance of his or her duties will result in a permanent ban from Fur Reality events, criminal prosecution, fines, or any combination thereof.

Dangerous Behavior

Any attendees engaging in behavior which endangers life or property (such as , but not limited to, pulling fire alarms, creating hazardous situations) will have their attendance revoked immediately, and may be banned from any future Fur Reality events. If warranted, law enforcement may be called.

Drones and Other Flying Devices

For safety reasons, flying drones or other flying devices without Fur Reality's express permission is prohibited.

Rented Venue Specific Rules

These rules apply when an event is in a rented venue such as a hotel or convention center.

Sticking things to walls, doors, windows, and other surfaces.

Do not affix anything to the walls, windows, or doors of any venue, or to any elevators or Fur Reality signage. Door hangers on hotel room doors are allowed on door handles provided they are only resting on the door handle and not affixed by adhesives, magnets, or any other device.

No Hoverboard, Skateboards, or Similar Devices

No hoverboards, skateboards, rollerblades, or similar devices are to be used in the hotel. Heelys (shoes containing rollerblades) are tentatively allowed provided they are used in a safe manner. Vehicles used for physical limitations, such as wheelchairs (motorized or not), are specifically exempted from this.

No Smoking

No smoking, hookahs, e-cigs or similar devices designed to vaporise or ignite materials.

Strollers

No large strollers in tight spaces such as panel rooms or hallways.

Hotel Specific Rules

These rules apply to any hotel where a Fur Reality event has an assigned room block.

Excessive Noise

Excessive noise, as defined by the hotel, is prohibited during the hotel's quiet hours. If the hotel does have quiet hours, quiet hours will be 11pm to 9am.

Damage to Hotel Rooms

The person whose name is on the hotel room will be held responsible for any Damage to Venue Property or Dangerous Situations, as previously defined, in a hotel room. This will be enforced regardless if the hotel room is part of the room block or not.

Footwear Is Required

Outside of the pool area, footwear is required. Sandals are considered sufficient, socks are not.

Sale of Merchandise

Sales or barter of merchandise or services at events may only be conducted in the Dealers' Den or Artist Alley and in compliance with the sales rules for the respective area. Sales or barter in any other area are prohibited without express written permission from a Director.

Merchants must comply with local and state sales regulations. Fur Reality is not responsible for collecting or paying any of the taxes on the sales of merchants.

Minors

Anyone who is under the age of 18 years at any time during a Fur Reality event must present a signed and notarized Parental Permission Form unless accompanied by a parent or legal guardian or they are able to produce evidence of legal emancipation. There are no exceptions.

Minors are not permitted under any circumstances to enter areas that have been designated for mature audiences.

Media Relations

All journalists, media photographers, and any other members of the press are required to display an official Fur Reality Press Badge or be accompanied by a Fur Reality staff member at all times while covering a Fur Reality event or any area within Fur Reality venue. Members of the press who have not been issued a Press Badge may not conduct interviews or take photographs, audio or video footage without an escort. Press members may not conduct interviews, photograph, or film any attendee who has explicitly asked not to be filmed. We ask that media members respect the privacy and wishes of our attendees.

If members of the media are present, attendees must act responsibly. Media representatives who do not have Press Badges and are not escorted by an Fur Reality staff member should be reported to Fur Reality staff or to Convention Operations immediately. Do not speak to any un-badged and unescorted members of the press!

Film and Video Consent

Photographs, audio and/or video taken by Fur Reality, or others on behalf of Fur Reality, Fur Reality events may include your voice, image or likeness. You agree that Fur Reality may use such photographs, audio and/or video, including those that may contain your voice, image or likeness, for any purpose on a worldwide basis in perpetuity, without any compensation to you, and you release Fur Reality from all liability related thereto.

Recording or Interception of Radio Transmissions

Per Section 705 of the Communications Act, it is against federal law to record or listen to private radio transmissions without authorization. Use of Fur Reality radios and radio frequencies are limited to staff and authorized volunteers only. If you find an unattended Fur Reality radio, please return to us promptly.

Payments to Fur Reality and Anthro Weekend Operators of Ohio, LLC

Please note that Anthro Weekend Operators of Ohio, LLC d/b/a Fur Reality, is a Limited Liability Company. As such, payments or donations to the organization are not deductible from individual U.S. Federal income taxes.

Fur Reality accepts cash, VISA cards, and MasterCard cards on site and PayPal online. Chargebacks (denying a charge) that are made for the sole purpose of avoiding payment, that are made without sufficient cause, or that are made without first attempting to resolve the

dispute with Fur Reality will result in permanent revocation of membership privileges and possible legal action.

Members who have an outstanding balance due to Fur Reality must settle that balance before being permitted to attend events.

Fur Reality cannot involve itself in financial disputes between individual attendees, and cannot divulge information about an individual attendee to any party other than to banking officials or legal authorities.

Refund Policy

No refunds will be offered for an event after online registration has closed, or seven days prior to the event starting, whichever comes first. Refunds may also be denied for customized artwork or manufacturing that has already been ordered.

Severability

If any part of this Code of Conduct is declared unenforceable or invalid, the remainder will continue to be valid and enforceable.

