



WAEA Accessibility Policy

At WAEA, we believe that art is for everyone, no matter their gender, sexual orientation, race, ethnicity, age, or disability. With that in mind, we take accessibility at our conference very seriously, and are doing everything in our power to have it be an amazing experience for all.

What is being accommodated:

- **Temperature:** All indoor areas of the conference are temperature controlled. However, because there are large spaces, it may get hot or cold during the conference, so be sure to bring layers.
- **Mobility:** Every break-out and gathering room is wheelchair-accessible. Some conference spaces are on the second floor, accessible by elevator or stairs.
- **Reading:** Conference-prepared materials will be made available to all participants with a dyslexia-friendly font. We will also have a PDF version available.
- **Hearing:** The conference space is providing a limited amount of assistive hearing device (hearing loops) for participants with hearing aids to use. ASL interpreters can be provided with at least one month's advance notice. If you require either of these supports, please indicate this on your registration form or email the Accessibility Coordinator.
- **Fragrance:** WAEA is not a fragrance-free conference. We do not have a way to control this, as some people use aromatherapy and natural oils to help with physical, mental, and/or emotional disabilities. However, we also understand that strong scents can trigger migraines, asthma attacks, irritation, and other illnesses. We encourage participants to limit their use of fragrances at the conference. The hotel and conference spaces also use cleaning supplies that will most likely be scented. If you have a severe or strong reaction to scents, we recommend you bring an N95 mask.
- **Assistance:** Caregivers will be allowed free access to the conference in order to assist their clients. Caregivers, please have ID and company info ready (if relevant) when arriving. All service animals are allowed into the conference spaces in accordance with the ADA (Americans with Disabilities Act).
- **Quiet room:** We will provide a quiet break space for those who need to step away from conference activities for sensory, emotional, or other reasons.
- **Restrooms:** The high school has two all-gender staff restrooms on the second floor, which will be available for conference participants to use. ADA-accessible restrooms are available. We will endeavor to have an all-gender restroom available at the hotel during the After Dark Art Party.

If you have any specific accessibility needs or questions, please contact Mac Buff, Accessibility

Coordinator, at accessibility@waea.net or in person at the Accessibility Table during the conference.

Allies: How we can all contribute to an accessible conference What is an ally in regards to accessibility at a conference? Allies enable respect, dignity, and ability for all participants. Below are some examples of what that might look like at the WAEA conference:

- Ask to help: Ask if someone would like help, instead of assuming they are incapable of helping themselves. Further, if someone requests accommodation for a disability, respect all requests. Not all disabilities are visible.
- The mindset of “capable,” not incapable: Treat others as capable and with abilities, rather than incapable and with disabilities. Do not assume individuals with disabilities want advice. As a default, use Person-First language (e.g. “person with a disability” rather than “disabled person”).
- Personal boundaries: Please respect others’ physical and emotional boundaries. As an example, do not touch someone’s wheelchair without permission, even to move it.
- Respect blue zones: Please be respectful of any areas at the conference marked with blue tape. For example, chairs or areas marked with blue tape are reserved for anyone with accommodations that need to sit up front in order to lip-read or effectively hear. Wheelchair spaces are also marked in blue.
- Keep pathways clear: Keep doorways and walkways unblocked and free of backpacks, personal items, or clutter. This is for everyone’s benefit as blocking walkways creates an unsafe situation. Be mindful of your surroundings when stopping to chat with others in the hallways and aisles.
- Air quality: Smoke and fragrances can trigger breathing issues and migraines. Please wash your hands if you smoke. Avoid wearing any type of perfume or cologne.
- Say something: You can be an advocate for accessibility by speaking up if you see something that can be a barrier. For example, if you see pathways blocked, politely ask for them to be cleared or let conference staff/volunteers know.
- Photography: Please try to receive consent from people before taking pictures of them.

If you see any barriers to accessibility, have any concerns, or have any ideas to help improve our conference, please contact Mac Buff, Accessibility Coordinator, at accessibility@waea.net or visit the Accessibility Table at the conference.

WAEA Anti-Discrimination/Anti-Harassment Policy

WAEA is dedicated to providing a great conference experience for everyone, regardless of gender, sexuality, disability, physical appearance, body size, race, ethnicity, or religion. For this reason, we will not tolerate any form of discrimination or harassment of conference participants. Participants found to be engaging in harassment may be sanctioned or expelled from the conference. We expect participants to follow these rules at all conference venues and conference-related social events.

What is harassment?

Harassment includes:

- Offensive verbal comments about gender, sexuality, disability, physical appearance, body size, race, ethnicity, or religion
- Showing sexual images in public spaces. Discussion or images related to sex, discriminatory language, or similar is welcome if:
 - Organizers have specifically granted permission in writing
 - It is necessary to the topic of discussion and no alternative exists
 - It is presented in a respectful manner, especially towards women and LGBTQIA+ people; and
 - Attendees are warned in advance and respectfully given ample warning and opportunity to leave beforehand.
- Intimidation, stalking, or following
- Photographing or recording someone against their consent
- Sustained disruption of talks or other events
- Uninvited physical contact
- Uninvited sexual attention

Participants asked to stop harassing behavior must comply immediately. If a participant engages in discriminatory or harassing behavior, conference organizers retain the right to take any actions to keep the event a welcoming environment for all participants. This includes warning the offender or expulsion from the conference.

Reporting

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible. Harassment and other code-of-conduct violations reduce the value of our conference for everyone. You can make a report either personally or anonymously.

Anonymous report:

- You can make an anonymous report online (<https://www.surveymonkey.com/r/33TPGDQ>) and choose not to include your contact information.
- We can't follow up an anonymous report with you directly, but we will fully investigate it and take whatever action is necessary to prevent a recurrence.

Personal report:

You can make a personal report by:

- Reporting online (<https://www.surveymonkey.com/r/33TPGDQ>) and including your contact information
- Contacting a conference organizer directly
- Speaking with a representative at the Accessibility Table

Our team will be happy to help you contact venue security, local law enforcement, or local support services. We can also provide escorts or otherwise assist you to feel safe for the duration of the event. We value your attendance.

Hampton Inn hotel front desk: (509) 470-9798

SAGE (Safety Advocacy Growth Empowerment) sexual assault crisis line: (509) 663-7446

Crisis Text-line: text HELLO to 741741

Wenatchee Valley Urgent Care Clinic: 820 N Chelan Ave, Wenatchee, WA; (509) 663-8711

Leavenworth Taxi, LLC: (509) 548-7433

Chelan County Sheriff non-emergency line: (509) 667-6851