Writers Guild at Bloomington

Nondiscrimination Policy

1. Purpose

Writers Guild of Bloomington is committed to being a welcoming, respectful community for writers of every background and experience level. We believe a literary community is stronger when all voices can participate, be heard, and lead. This policy sets out our commitment to equal treatment and explains how to raise a concern.

2. Statement of Nondiscrimination

The Guild does not discriminate or tolerate discrimination on the basis of race, color, ethnicity, ancestry, national origin, religion, sex, sexual orientation, gender identity or expression, disability, age, marital or familial status, veteran status, genetic information, or any other characteristic protected by federal, Indiana, Monroe County, or City of Bloomington law.

3. Who and What This Policy Covers

This policy applies to members, prospective members, officers, board members, volunteers, instructors, guest authors, contractors, staff (if any), event attendees, and participants in Guild programs. It applies to all Guild activities, whether in person or online, including:

- Membership eligibility, dues, and benefits
- Meetings, critique groups, workshops, classes, and open mics
- Readings, festivals, and other public events
- Contests, awards, anthologies, and publications
- Fellowships, scholarships, grants, and fee waivers
- Board and committee nominations, elections, and appointments
- Hiring, contracting, and volunteer placement
- Guild social media, email lists, and online forums

4. Creative Selection

The Guild may select work for contests, readings, and publications based on literary merit, theme, genre, and fit with a call for submissions. Selection decisions will not be based on an author's protected characteristics. The Guild may offer programs designed to serve or uplift particular communities of writers, provided they are consistent with applicable law.

5. Respectful Conduct and Harassment

Harassment, intimidation, or demeaning treatment based on any protected characteristic is prohibited at Guild events and in Guild spaces. This includes slurs, derogatory jokes, unwelcome comments or contact, stalking, threats, and sustained disruption of events. Honest, constructive critique of writing is welcome. Critique should address the work, never the writer's identity.

6. Accessibility and Accommodations

The Guild will make reasonable efforts to provide accessible venues, materials, and formats, and to provide reasonable accommodations for disability and for sincerely held religious practices. Requests may be sent to contact@writersguildbloomington.com, ideally 7 days before an event, though late requests will be considered in good faith.

7. Reporting a Concern

Anyone who experiences or witnesses discrimination or harassment is encouraged to report it to any of the following:

- Guild President — complaints@writersguildbloomington.com

If the concern involves this person, report it to secretary@writersguildbloomington.com

Reports may be made verbally or in writing.

8. How Concerns Are Handled

1. **Acknowledgment.** The Guild will acknowledge a report within 5 business days.
2. **Review.** Two or more board members who are not involved in the situation will review the report, speak with the people involved, and gather relevant information.
3. **Confidentiality.** Information will be shared only with those who need it to address the concern, to the extent possible.
4. **Outcome.** The Guild will take appropriate action, which may include a conversation, a written warning, removal from an event, suspension or termination of membership, or removal from a leadership role.
5. **Follow-up.** The person who raised the concern will be informed of the outcome to the extent appropriate.

If conduct may be a crime or poses an immediate safety risk, contact local law enforcement or 911.

9. No Retaliation

The Guild prohibits retaliation against anyone who, in good faith, reports a concern, participates in an inquiry, or supports someone who has. Retaliation is a violation of this policy and will be addressed accordingly.

10. External Resources

This policy does not limit anyone's right to seek help from outside agencies, including the Bloomington Human Rights Commission, the Indiana Civil Rights Commission, and the U.S. Equal Employment Opportunity Commission (for employment matters).

11. Review

The board will review this policy at least every 3 years and after any significant incident or change in the law. The policy will be posted on the Guild's website and shared with new members and volunteers.