

Code of Conduct & Anti-Harassment Policy

We ask our customers and audiences to respect our organisational [values](#) to ensure a safe and welcoming atmosphere within our spaces. If anyone is made to feel threatened or unsafe by another person in our venue or digital spaces, we will make sure that your concerns are heard and take the necessary steps to respond to the situation. We expect everyone who engages with us and shares our spaces to respect others and address or report unacceptable behaviours. We ask that you understand and acknowledge this policy when visiting and engaging with St George's Bristol. We encourage an environment of awareness in relation to equity, diversity and inclusion (see our commitment statement [here](#)) and we encourage difference and empower our team to take responsibility for their role in creating an inclusive and welcoming organisation. We take all reasonable steps to prevent harassment of our staff, artists, volunteers, suppliers and members of the public whilst at the venue and in our digital spaces.

Who is this policy for?

This policy applies but is not limited to St George's staff and third parties.

Third parties are defined as people who are not employed by St George's Bristol, examples include volunteers, artists, suppliers, collaborators, and members of the public.

This policy is included as part of our staff training, handbook, venue contracts, and our terms & conditions when public are purchasing tickets through us.

Policy

The following is by no means exhaustive but is the minimum we expect from ourselves and others. We aim to commit to:

- Foster a safe environment that is free from physical, written, verbal or sexual harassment, violence, bullying or discrimination. Unacceptable and unlawful behaviours include; sexually harassing another person with unwanted or unwelcome behaviour; physically or sexually assaulting another person; making derogatory remarks about an individual's body, manner or sexual activities; intimidating, threatening or victimising another person; discriminating against or treating someone less favourably because of any protected characteristics.
- Be actively inclusive. Do not tolerate racism, ableism, transphobia, homophobia or ageism in any form and actively challenge discriminatory behaviours.

- Respect boundaries. Be mindful that each person is different and will have different personal and cultural boundaries. Pay attention to both verbal and non-verbal cues and be respectful towards others' wishes. Third party harassment will not be tolerated.
- Be aware of and challenge our prejudices and privileges. Think about what influences your words, opinions and feelings and who they might exclude or harm.
- Respect the privacy of others. Do not take photos/videos of others and do not share images of, or information belonging to, other people without their express permission.
- Report damaging behaviours. If you are being harassed, witness harassment of someone else or have concerns about another person's conduct whilst visiting St George's, you can speak to a member of staff or management directly on-site and/or report any inappropriate behaviour or harassment via the contact details on our [Contact Us webpage](#). Staff and suppliers can also make reports through our company grievance procedure and are encouraged to report any sexual harassment or victimisation that takes place at St George's.

What can you expect from us?

We will follow and uphold our Code of Conduct in everything we do.

We will communicate this policy to all artists, crew, employees, volunteers and other freelancers who work with us. It will also be available publicly on our policies page [here](#).

When someone reports a breach of the Code of Conduct or an experience of feeling unsafe in our venue, we will take the necessary steps to respond to the situation. For example, responses might include warning a customer about their behaviour, excluding a customer, or reporting any criminal acts to the police.

We aim to prevent harassment and victimisation through our internal risk assessments, lone working policy and further staff training.

We will continue listening, learning and reflecting, individually and with others in our community. This policy is a live document kept under regular internal review. If you have any comments or suggestions related to this policy, please contact us via the [Contact Us section of the website](#).