

# PERTH FESTIVAL

## PERTH FESTIVAL CODE OF BEHAVIOUR

As the longest running arts festival in the nation, our not-for-profit organisation is dedicated to enriching life through art. We are answerable to our community and seek to demonstrate the power of art to bridge divisions and unite people from all sectors of life. The inclusivity we seek addresses multi-cultural, socio-economic and geographical divides.

Perth Festival is committed to ensuring our codes, policies and processes embody the organisation's values of excellence, innovation, access and trust..

We invite artists from all around the world to present work in our Festival and we provide artistic and employment opportunities for hundreds of Western Australians each year. The safety and wellbeing of these artists, team members and our audience is at the core of every decision we make.

Everyone has the right to a workplace that is safe and free from sexual harassment, bullying, discrimination, harassment, intimidation and abuse of power. This Code of Behaviour applies to every artist, board member, employee, contractor, volunteer and intern that engages with Perth Festival.

We expect everyone to:

- Treat each other with respect.
- Be honest and transparent.
- Embrace difference & diversity and not discriminate based on gender, age, sexual orientation, disability, race, culture or religious affiliation, or any other protected characteristic.
- Never use their power or position to manipulate or take advantage of another person.
- Understand and demonstrate that unwelcome or non-consensual sexual behaviour is never acceptable.
- Support individuals to speak up; and
- Be accountable for their actions and behaviours.

If at any time you feel unsafe, or you have witnessed behavior that contradicts this Code of Conduct, we encourage you to reach out to your manager, your Perth Festival representative, or the Perth Festival People team. Please be assured that any matter raised with us will be dealt with professionally, free from bias and in confidence (where possible) in accordance with our organisational policies.

Please use the following QR codes to access our full policies.

# PERTH FESTIVAL

## Sexual Harassment Policy



## Grievance Procedure



## Bullying, Discrimination and Harassment Policy



Perth Festival expects all individuals to comply with this Code of Behaviour to ensure a safe, inclusive and welcoming environment for all. A breach of this policy may result in disciplinary action being taken up to and including ending your relationship with Perth Festival.