

G A S W O R K S

Code of Conduct: Anti-Racism and Harassment

Gasworks and Triangle Network are committed to creating and maintaining an inclusive, diverse and equitable environment where everybody (artists, staff, audiences and third parties) are encouraged to be and express themselves freely, be supportive of each other and can grow, both personally and professionally.

We champion diversity amongst our staffing, board and artists taking part in all our programmes and studio provision. We aim to establish an open and healthy working culture, underpinned by dialogue and mutual respect. Our track record over the years demonstrates the organisation's commitment to constantly evolve, support and reflect the diversity of the contexts and communities where we operated and of those we engage with.

We acknowledge that this requires regular training and continuous measurement and improvement, so that those coming into contact with the organisation feel able to express their concerns and expect us to respond with actions.

Gasworks and Triangle Network have a zero-tolerance approach to discrimination, intimidation and harassment. We want to ensure that everybody is treated equally regardless of their characteristics, including age, disability, sex, sexual orientation, race, nationality, ethnic or national origin, religion or belief, gender, marital or civil partner status, pregnancy and maternity.

Treating someone differently is not necessarily unlawful discrimination. Some different treatment such as general performance management may not be discriminatory. In order to be considered so, it should be related to one or more of the above attributes (race, sex, age, disability, etc). If this is not the basis of the action, it may not be considered an act of discrimination.

To create and maintain this culture of respect, this document lays out our expectations and outlines a process for anyone to raise concerns about behaviour.

Unacceptable behaviour - Gasworks and Triangle Network do not tolerate:

Discrimination

Comments or behaviour that discriminates against, stereotypes, or harms members of the Gasworks community is not tolerated. This includes, but is not limited to:

- Exclusion, victimisation, treating someone less favourably or limiting their opportunities.
- Comments, slurs, jokes, statements, questions or gestures that are derogatory or offensive to an individual's or group's characteristics.
- Promoting negative stereotypes relating to individual's or group's characteristics.
- Racial, ethnic or xenophobic slurs, insults or jokes.
- Intolerance toward religious customs or beliefs.
- Mimicking, mocking or belittling a person's disability.
- Homophobic, biphobic or transphobic comments or slurs.
- Discriminating against pregnant people or mothers.

Harassment

Harassment is understood as unwanted or unwelcome words, actions or behaviour that create an intimidating, hostile, degrading, humiliating, or offensive environment for an individual or group of people.

Sexual Harassment

Sexual harassment is behaviour of a sexual nature that creates an intimidating, hostile, degrading, humiliating, or offensive environment for an individual or group or violates their dignity. This includes

unwelcome sexual advances, obscene remarks, comments about an individual's body and unwelcome physical contact.

Bullying

Bullying is intimidating or offensive behaviour or an abuse of power which attempts to undermine an individual or group.

Reporting and Enforcement

A) Reporting violations of the Code of Conduct from within the organisation

Should you experience discrimination, harassment, sexual harassment or bullying as set out in this code of conduct from within the Gasworks community, we encourage you take action.

- If you do not feel comfortable speaking directly to the person who engaged in the unwanted behaviour, report the incident verbally or in writing to your line manager. If this is not possible or appropriate, report to the Managing Director or Director.
- If you would rather this was anonymous, please report it in writing to the Managing Director or the Director. If this is not possible or appropriate, please write to Gasworks and Triangle Network's Trustee and Treasurer, Philippa Turner, who will manage the situation. Letters should be sealed and addressed to Gasworks who will forward them to her.
- Violation of this code of conduct from within the team or community will be dealt with under the Disciplinary Procedure and could include sanction up to, and including, termination of employment/ contract. If a person with whom Gasworks does business engages in harassment or discrimination, please inform a member of staff and we will take action and cease to work with the individual in question.

B) Actions to take if visitors behaves in a discriminatory manner or harasses a member of staff

- If a member of the public behaves in a way that makes you feel uncomfortable, please immediately call a member of staff and remove yourself from the area. This member of staff can ask the visitor to leave, and can call an additional member of the team for support if necessary.
- If a Gasworks Patron or guest behaves inappropriately, please alert the Development Manager or the Director immediately.

C) Use of social media

Disciplinary actions that may lead to termination of contract, will be taken if staff, artists or third party contractors express discriminatory, abusive or offensive opinions through public platforms, including social media. These procedures will also be taken if they publicly reveal confidential information or express comments that are against the law.

Monitoring and Review

This code of conduct will be reviewed regularly and is a working document that can be amended and added to in order to ensure its effectiveness.

Please note that this is the Code of Conduct for external parties, and some points relevant to Gasworks staff team have been redacted.