

10 Principles

NO BULLYING, HARASSMENT OR DISCRIMINATION

1 Everyone is responsible for **creating & maintaining an inclusive workplace** that is positive and supportive.

2 We recognise that **harassment or discriminatory language or behaviour may be unlawful** under the Equality Act 2010.

3 We will explicitly address and seek to **prevent racism and all other forms of discrimination and bias**, their manifestations and effects.

4 Those of us who are **employers accept our responsibilities under the Equality Act 2010** and the Health and Safety at Work Act 1974.

5 We will **respect each other's dignity and differences**, regardless of the seniority of our role in an organisation.

For Safe & Inclusive Workplaces

6 We recognise that bullying, harassment and discrimination can have significant adverse impacts on the productivity, long-term physical and mental health and well-being of affected people and we will work to eradicate it. This will mean **providing adequate protection for complainants and victims**, and, where bullying, harassment or discrimination is found to have occurred, **taking appropriate action against the perpetrators**.

7 We value inclusivity, appreciate difference, encourage self-education and consider people equal without prejudice or favour. **We build relationships based on mutual respect**. We will all work to give and receive feedback in a constructive way, which we know will improve creativity and productivity.

8 We understand that reporting bullying, harassment or discrimination can be intimidating. We will endeavour to **make the process of reporting clear and straightforward, investigate objectively and respect confidentiality where possible**. Individuals who have made complaints or participate in good faith in any investigation into bullying, harassment, or discrimination should not suffer any form of reprisal or victimisation as a result.

9 We do not tolerate bullying, harassment or discrimination on any grounds, and will ensure that **processes are in place for the reporting and investigation of these serious issues**.

10 As we continually work to better understand, develop and deliver this work, those of us who are **employers commit to paying professionals with lived experience and/or specialist knowledge** in these areas to advise us.

In Theatre

