**Auckland Fringe Festival**

**Don't Be a Dick Policy**

**– *For Artists***

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# Introduction

## What is the Code of Conduct?

The Auckland Fringe Festival Code of Conduct (COC) describes a set of guidelines and what we expect of all participants of the Auckland Fringe.

**What is the Objectionable Content Policy?**

The Objectionable Content Policy (OCP) provides guidance for creative practitioners and sets out the procedure for addressing complaints.

## Who do they apply to?

The COC applies to all Auckland Fringe participants in any capacity. This list includes but is not limited to: Fringe artists, audience, festival staff, production crew, sponsors, and volunteers.

The OCP applies to all events associated with the Auckland Fringe.

## When do they apply?

The COC applies, but is not limited to, the following situations:

* Social events;
* Performances, exhibitions, and other events;
* All exchanges, communication, or meetings with Auckland Fringe Staff or Auckland Fringe Artists.

The OCP also applies to all events and marketing/publicity materials for events.

If the interaction would not have happened without the Fringe, the COC and OCP will apply.

## Why do we have them?

We are committed to creating safer spaces for all. These policies ensure that we do everything possible to protect all participants from physical or psychological harm. All Auckland Fringe participants have the right to be respected and treated with decency by fellow participants. The Fringe has a large, diverse community, and as festival producers we believe in that right and will take all practical steps to ensure it is upheld.

These policies also detail the procedure for investigating an allegation, which will be taken in accordance with the principles of natural justice.

# The Code of Conduct (COC)

## Health and Safety

The health and safety of our participants is our highest priority, therefore it is expected that all participants will adhere to relevant guidelines, instructions, restrictions, and legislation including (but not limited to) The Health and   
Safety at Work Act 2015. All incidents and near misses should be reported to the manager of the venue in which they occurred.

## Behaviour

The Auckland Fringe Festival values whanaungatanga and manaakitanga.

It is expected that all participants *will*:

* Treat people with respect and courtesy;
* Act ethically, with honesty and integrity.
* Keep any confidential information private in accordance with the NZ Privacy Act 1993.

It is expected that participants *will not*:

* Harass or discriminate anyone including on the grounds of: ethnicity, race, sexuality, gender identity and expression, martial or domestic status, disability, physical appearance, pregnancy or breast feeding, age, or religion;
* Participate in Fringe under the influence of alcohol and other drugs.
* This is in reference to performance etiquette. Pre and during scheduled performance or activations. This in no way includes a creatives full Auckland Fringe experience. Feel free to korero further with one of our team.

The Fringe has zero-tolerance for any form of harassment or discriminatory behaviour. Harassment includes but is not limited to: offensive jokes, name-calling, bullying, slurs, physical/verbal threats, physical assaults, destruction of property for purpose of intimidation, verbal intimidation, ridicule, offensive pictures, unsolicited inappropriate and/or sexual comments, unsolicited inappropriate and/or sexual touching and gestures, inappropriate intrusion into others’ personal lives, any form of behaviour that has a negative impact on others’ psychological health (without fair trigger warnings), etc .

# Incident Reporting

In the first instance, harassment or discriminatory behaviour experienced or witnessed should be reported to the manager of the venue in which the behaviour occurred. If possible, submit a secondary report to the Festival or ask the venue to do so on your behalf.

In the event that the venue is managed by Auckland Fringe, or it occurred in an unmanaged location, then it should be reported to the Festival.

## Reporting to the Festival

You should report to one of the festival team. You can do this anonymously if you wish. You may want to obtain support from your peers, family, or a third party to assist you in to make the report.

Make your report: This can be in person or by email. Contact details are in your information document or on our website.

Each report made will be handled in private and dealt with in strict confidentiality. Only relevant Fringe personnel will become involved. We understand that what you have experienced may be painful, traumatising, and upsetting. We promise to be as respectful as possible, we will not push you beyond your comfort level, and we can take as much time as you need. After your report, we will take over and retain your anonymity, and you will not need, nor be asked, to confront your harasser or do anything further.

Upon receiving a report, the Festival will proceed with the following plan of action:

1. Gather as much information as possible in accordance with the previous statement and compile this into an incident report. This will include checking our files for other instances of COC violation by the person(s) involved.
2. Discuss with the person making the report their preferred course of action. If requested, we will take no further action unless we believe someone is at risk of further harm, or the threshold for criminal liability has been reached
3. Inform the Chairperson of the Auckland Fringe Trust.
4. Inform the other party of the allegation and meet with them.
5. If there is evidence of the COC violation and/or the other party admits the behaviour then possible consequences include removal of offensive material, apologies to affected parties, exclusion and/or expulsion from events or the festival without refunds, being barred from future participation in the Fringe in any capacity.
6. Follow up with the person who made the report and other affected parties and inform them of the outcome.
7. Complete and file the confidential report.

## Anonymous Report

If you are uncomfortable to make a personal report, there is also the option to make an anonymous report. Even though we will be unable to follow up with you directly due to the anonymity, rest assured that all reports are treated seriously, and it will be investigated thoroughly and be dealt with accordingly.

**Objectionable Content Policy**

This policy provides guidance for creative practitioners by acknowledging that their work may be subject to accusations of objectionable content and/or not aligning with our safer spaces commitments. Objectionable content will be addressed differently than the behaviour of a practitioner (either ‘on stage’ or in real life) for which the Code of Conduct applies.

**Artistic Expression In Safer Spaces**

Freedom of artistic expression is an essential kaupapa of The Auckland Fringe Festival. We create opportunities for practitioners to showcase their work without jury or censor. We support artists and the choices they make on stage.

Ticketed Events- (includes venues, outdoor or alternative staging)

Artistic content may sometimes include language, characters, situations, and other elements that may be perceived as inappropriate, offensive, or triggering. By purchasing a ticket, audiences are opting to participate in an experience, including a diverse exploration of stories, vantage points, and delivery. Content warnings, and age restrictions, should be used in promotional material as appropriate.

Street Performers

Street performances and busking are intended for entertainment of general public audiences. Show content is held to a family friendly standard. While the content of a show may push boundaries, we do not tolerate discrimination or harassment within the context of a street performance.

At no time may artistic expression or freedom violate any NZ Government law or Auckland City Council bylaw including, but not limited to: crimes against morality and decency; intellectual property law.

**Complaints Procedure**

A complaint about the content of an event, or the marketing/publicity of an event, should be addressed to admin@aucklandfringe.co.nz

1. The complaint will be acknowledged.
2. The Festival commits to investigating and communicating with all parties involved. We will actively work towards a sound solution as soon as possible.
3. The complainant will be responded to including notification of any action taken.

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