**Sexual Violence: Prevention and Response *Guidance for Creatives***

**PREVENTION**

***Things you can do at your venue to help reduce the risk of harm, before anything has happened.***

**Licensed Venues:**

***Safe zone***

If someone is too drunk to legally be in your venue, it means they are probably also particularly vulnerable outside of your venue. Intoxicated people are more vulnerable to being targeted by people who are looking to do harm, and intoxicated people can’t consent under NZ law. You have another option besides removing them - keeping them on site in a place of safety, or ‘safe zone’ as per section 252 of the Sale and Supply of Alcohol Act. A place of safety is an area that is well lit and close to staff or security, where someone who is vulnerable (intoxicated, has lost friends etc.) can be monitored, given water and/or food, and given options about next moves.

***Checking ID***

Remember - if you or a colleague suspect someone is behaving problematically, but you’re not sure, you have the right to ask to see that person’s ID. This is a small action that let the person know they are being monitored, which can stop an escalation in behavior.

***Floor staff***

If your bar or venue is packed, it’s useful if a staff member can do a circuit of the venue every now and then. This is the best way to see how people are really behaving - they are usually on their best behaviour with security on entry or at the bar.

**All Venues:**

***Transport***

Make sure a variety of transport options are advertised in your venue, or that the staff are aware of a variety of options. Remember that someone who is particularly vulnerable may not want to take a ride-share option alone - ideally, if this is the case, friends of the person would be around to join them.

***Chargers***

Have chargers for popular phone models readily accessible in your venue! A flat battery can mean limited transport options and an inability to contact safe people for help. It’s a low-cost investment that can make a big difference.

***Consent Posters***

Posters are a good way to let people know that your venue has a zero-tolerance policy for sexual harassment or violence. As well as putting anyone who was intending to harm on notice, it lets everyone else know that your staff will take any harm that does occur seriously.

**RESPONSE**

***Some guiding principles for responding to harm that has happened in or around your venue.***

**Responding to a current incident of harm:**

***Believe***

Take any reports of harm from others in the venue seriously, even if you have not witnessed the harm. The most important thing is to try to prevent any further potential harm from happening.

***Touch Base***

If there is time, touch base with your team (if you have one) and consider your plan. Who can stay with the person at risk or harmed? Who can remove the person who harmed? Can you work in a group?

If someone was harmed in your venue, discuss with them what they would like to happen.

***Contain***

If someone is touching others without their permission, sexually harassing others, or in any other way being harmful - remove them from your premises. You may also need to contact the police.

***Explain***

If you have the ability, tell the person who harmed what they did. While they may know what they were doing, they also might not. Reinforce that it is harmful behaviour, and that it is the reason why they are required to leave the venue.

***Police***

Remember, you don’t have to do all of this alone. In an emergency, dial 111 to contact Police. Following an incident, you can contact Police. Discuss this with the person who has experienced the harm before doing so.

**Responding to an historical disclosure of harm:**

Sometimes people will disclose that someone involved in a venue, show, or organisation harmed them or someone else in the past. The person disclosing may want that person to no longer be involved in that venue or organisation, they may just want to tell you so you can monitor the situation, or for another reason entirely.

This can often be a complicated situation for arts organisations / venues. Your course of action will depend on lots of different things, including what the person who disclosed would like to happen, and whether you have any existing policies to guide your next steps.

If you’re in doubt as to how to proceed, it’s best to ask for advice from specialist organisations.

**SUPPORT**

***Supporting someone who has been harmed***

Sometimes it’s difficult to know what to say when a person discloses sexual violence to you. These three key phrases are easy to remember, and important for someone who’s experienced harm to hear:

1. **“I believe you.”**
2. **“It’s not your fault.”**
3. **“Are you safe now?”**

Is this person still in harm’s way? If so, how you respond may be different - *e.g. encouraging them to contact a safe friend to come and meet them at the venue.*

1. **Refer them on**

You might not be an expert, but they do exist. Refer them on to a service on the next page, or call the Police if they wish to make a report*. It’s important not to pressure anyone to make a Police report that they’re not comfortable making at that time.*

If a person has been harmed recently, talking to police and having a (free) medical examination doesn’t automatically mean that charges will be made, but it does mean that evidence will be available should a person want to press charges in the future. You can provide this website to someone wanting to know more about their options and what reporting to police looks like: https://sexualviolence.victimsinfo.govt.nz/

**SUPPORT SERVICES FOR INDIVIDUALS, WHĀNAU AND SUPPORT PEOPLE**

**‘Safe to Talk’ National Sexual Harm Helpline**

Offers free, confidential contact with trainedspecialists. The helpline staff can also connect callers to the appropriate support services in their community.

Call: 0800 044 334  
Text: 4334  
Email: [support@safetotalk.nz](mailto:support@safetotalk.nz)

***Auckland Sexual Abuse HELP Foundation***24 hour crisis service, therapy services for adults, youth and children and their families.   
 Phone: 09 623 1700 – 24 hour crisis line  
 Email: [info@helpauckland.org.nz](mailto:info@helpauckland.org.nz)

***Counselling Services Centre Charitable Trust***Specialist sexual violence crisis and counselling services for people living in the Counties Manukau/South Auckland district – the Bombay Hills to Otahuhu, including Manukau East and Maraetai.Address: 22 Alexander Ave, Papatoetoe, Auckland  
 Phone: 09 277 9324 – 24 hour crisis line  
 Email: [enquiries@csccounselling.org.nz](mailto:enquiries@csccounselling.org.nz)  
 Website: <http://cscnz.org.nz/>

***Pohutakawa Sexual Assault Clinic***

The Pohutukawa Clinic is a specialist medical and forensic service for adults and older adolescents (people of all genders) who have been sexually assaulted or abused. The provide medical advice and assessment about any sexual assault or abuse - recent or past. They can also assist in decision-making about police reporting, and provide a special forensic examination.

Address: Building 7, Floor 3, Greenlane Clinical Centre, Greenlane West.  
 Phone: 0800 739432

***Tu Wahine Trust***Kaupapa Māori provider delivering counselling, therapy and support to Māori women, children, and families affected by violence and abuse. ACC registered counsellors.Address: 247 Edmounton Road, Te Atatu, Auckland  
 Phone: 09 838 8700

**ADVICE AND TRAINING FOR ORGANISATIONS**

**RespecteEd Aotearoa (Formally: Sexual Abuse Prevention Network)**

RespectEd works nationally to provide specialist education, training and advice on the prevention and organisational responses to sexual harm. RespectEd can tailor programmes to your specific needs.

[www.respected.org.nz](http://www.sexualabusepreveniton.org.nz)

[info@respected.org.nz](mailto:info@sexualabuseprevention.org.nz)

Phone: 04 801 8975