

**Our Code of Conduct**

The Edinburgh International Festival is proud to welcome a broad array of guests and artists, and offers a platform for engaging, thought-provoking conversations and experiences.

However, the Festival is not a place for behaviour that is inappropriate, disruptive, abusive, or illegal. We are committed to providing a safe, harassment-free experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, or religion.

We do not tolerate harassment in any form – including any form of written, verbal or physical abuse or threats, illegal or disruptive activity, the use of derogatory or discriminatory language, gestures or actions, any racism, sexism, homophobia, transphobia or any other targeted comments which may violate current legislation or cause harm to another Festival participant, whether before, during or after Festival events. This Code of Conduct applies to conduct at any of our events, on our social media channels, or any other method of communication.

If anyone engages in harassing behaviour, they will be asked to stop and are expected to comply immediately. The Festival may act at its discretion to address any individual(s) or group(s) it believes fail to meet the standards set forth in this Code of Conduct, including warning the offender or expelling them from the event and/or future events, without refund, and withdrawing accreditation.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of the Festival team immediately. Festival staff can be identified by branded clothing and/or badges. Alternatively, you can email senior staff members or HR, who will respond as soon as possible.

Edinburgh International Festival staff will be happy to assist those experiencing harassment to feel safe and supported. Notifying the Festival team does not constitute or replace notifying law enforcement. All violations of the law should be reported to the authorities:

* in an emergency please dial 999 or 112 if using a mobile. If you are D/deaf, deafened, hard of hearing or have a speech impairment, please text 18000.
* For all non-emergency calls to the police please dial 101, or if you are D/deaf, deafened, hard of hearing or have a speech impairment, text 18001 101.

**Set of principles**

Bullying, harassment and racism have no place in our industries. These principles aim to eradicate such abuse and all forms of discrimination regarding a person’s protected characteristics which are unethical and against the law. These offer a shared vision to promote and maintain a safer, more inclusive workplace environment for everyone working within the arts. All employers, employees, officers, workers, agency workers, trainees, volunteers, trustees, accredited press, guests and freelancers should adhere to the following principles:

1. Everyone is responsible for creating and maintaining an inclusive workplace that is positive and supportive.
2. We recognise that harassment 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 Health and Safety at Work Act 1974.
5. We do not tolerate bullying and harassment on any grounds, including sexual harassment and racism, and will ensure that processes are in place for the reporting and investigation of these serious issues.
6. We recognise that bullying, harassment and racism 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 racism is found to have occurred, taking appropriate action against bullies or harassers.
7. We value inclusivity, appreciate difference, welcome learning from others, 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 and racism can be intimidating. We will respect confidentiality where possible and aim to make the process of reporting clear and straightforward. If anyone comes forward to report behaviour which might amount to bullying, harassment and/or racism, we will endeavour to investigate objectively. Individuals who have made complaints of bullying, harassment and/or racism or participate in good faith in any investigation should not suffer any form of reprisal or victimisation as a result.
9. We will respect each other’s dignity, regardless of the seniority of our role in an organisation.