What's Needed

For the council, venues and promoters to band together to start holding the SIA to account in terms of what people need to do to get their training - NOT make the badge more expensive but for there to be inclusion training given to all staff that are given the SIA badge

Once we know all SIA staff are trained/have some basic training in dealing with marginalised groups, it will become easier to hold to account bad behaviour when it happens but will also protect security if people are blaming them unnecessarily

For this campaign to put emphasis on this being a societal problem that needs a citywide framework in place to tackle exclusionary behaviour and what the process should be to when a complaint is made to ensure everyone is heard and safe

To be effective this will need to be implemented through promoters, venues and artists as well as universities and workplaces to take into account what happens when alcohol / drugs are involved and inhibitions are lowered.

The Process

When Person A accuses Person B of harassment, Person C (supplied by venue/promoter) can be immediately identified to deal with this, external from the altercation. It is up to the venue managers / promotional team to decide how to apply this to their events. The critical point is that someone is appointed to be responsible for that process so it doesn't fall to the recipient of the harassment. A recognisable logo across the city would be helpful to be worn as a t-shirt/badge this will be the same across all venues, to show Person C is the one to approach.

If the harassment is purely verbal, Person A (the recipient) should be believed off the bat by Person C with the incident written down and a warning given to Person B (the harasser) to stop that behaviour. If they continue and Person A is made to complain again, Person B should be escorted out after being given the opportunity to leave their contact details and give their account of what happened to follow up the next day.

If the harassment is physical, Person A should be believed by Person C in the first instance and Person B should be asked to leave. This policy of 'believe the victim first' should be norm. This will hopefully in time encourage people to come forward because they are confident in an outcome if they speak up.

If an accusation happens after the event, again both parties will be asked to give their explanation of what happened and it be written down in an incident book but the victim will be believed

If the accusation is serious and the harasser is told to leave but it looks like they will be heading to another venue, their details will be shared with other venues/promoters in the area in a preventative attempt to keep others safe. There needs to be communication between venues/promoters so that if one person is being a continuous pest they need to get barred from all venues for 'x' amount of time. Much like speeding - if they're not learning, they are a danger and should be removed from safe spaces.

A list of venues / promoters who have signed up to enforcing the policies set up will be posted on the city council website with a stamp of approval (much like zero tolerance). The more people who are signed up at the beginning, the better to stop the stigma of 'these are the only venues dealing with harassment' this is a societal problem, not a single venue problem.

Note: This is to be used as a preventative measure if there are a group of people/person repeatedly harassing people at multiple venues and there's reason to believe they will be a danger to others.

Policies To Enforce

1 - Public Policy that is visible for everyone to see.
Venue/Promoters Policy to be included on their website/event pages:

Halting Harassment - We Believe You, First.

As part of the Halt Harassment Campaign we will ask anyone to leave if accused of:

- **Sexual harassment (cat calling, groping)**
- **Unsolicited touching (hair, body)**
- **Upskirting and taking pictures without consent**
- **Derogatory comments / behaviour (due to race, gender, identity, disability, sexuality or belief)**
- **Violent / threatening behaviour towards staff, artists or each other**

If you see or experience the above, please report it to our staff. It will be dealt with subtly and swiftly. These policies apply to everyone at the event, including staff.

2 - Venue / Promoter enforcing policies

1. Have 1 member of security/staff who is on the lookout for harassing threatening behaviour. In the first instance, if they can see such behaviour, they should intervene and give a warning/reprimand if nothing's been reported.

2. Harassment will be seen as:
   - Unsolicited touching (this can be in a sexual or non sexual way). If people are being touched without their permission they have a right to complain and have that person reprimanded or removed.
   - Sexual harassment (groping, following)
   - Derogatory comments made towards someone due to their race, gender, identity, disability, sexuality or belief. Within this lies purposeful misgendering

3. Note that this applies to everyone at the event including staff and security. For further detail, please see code of conduct 2 and 3.

4. Take the details of the complaint from the accuser, they are to be believed in the first instance. If they feel safe to and the harassment has been physical, ask them to point out the harasser for security to then eject them from the club. They can give their account of what happened to the security, but they will be removed from the venue. If the victim doesn't feel safe to, look through the CCTV with them until you find them and then do the above.

5. When ejecting the accused, make sure to get their account of what happened as well as their contact details. If they say nothing happened, that is their choice but still get their contact details (name, number, email address) so you can contact them the following day. Explain that they are barred until further investigation and if necessary barred for X amount of time.***

6. Write down in a specific incident file about what has happened - the two sides of the story - and what's been done your end. Sign off the date, time, any extra information (whether they've been barred from your/other venues before) and make sure this sensitive information is kept in a safe, secure place to be GDPR compliant. No matter how busy it is, this should always be completed in a timely manner

3 - Code of Conduct - longer form to have available on venue/promoters website

3.1 Code Of Conduct
The Halting Harassment Code of Conduct outlines what behaviour is unacceptable at events held at the venue, both online and offline. Anyone who violates this Code of Conduct will be warned or asked to leave at the discretion of the organisers.

3.2 WHO IT APPLIES TO
This Code of Conduct applies to all attendees at all events signed up to Halt Harassment. This includes speakers, facilitators, sponsors, volunteers, venue staff, security and event organisers.

3.3 WHY WE HAVE ONE
We aim to create a safe space that all attendees can enjoy without experiencing harassment or feeling unsafe. We expect cooperation from all those involved to help ensure a safer space for everybody.

3.4 WHAT WE ASK OF YOU
We will not accept the following behaviours at events:

Violence or threats of violence toward another person
Incitement of violence towards any individual, including encouraging a person to commit suicide or to engage in self-harm

Offensive comments related to: gender, gender identity and expression, sexual orientation, disability, mental illness, neurotype, physical appearance, body, age, race, ethnicity, nationality, language or religion. Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment

Deliberate misgendering or use of 'dead' or rejected names

Conversations or presentations that involve racism, ableism, misogyny, misogynoir, transphobia, transmisogyny, transmisogynoir, homophobia, biphobia, classism, fatphobia, body shaming or colourism (see definitions doc for clarification on terms)

Deliberate intimidation, stalking, following, taking pictures, upskirting (which is now a criminal offense) or recording without permission

Inappropriate physical contact or sexual attention

Inappropriate social contact, such as requesting or assuming inappropriate levels of intimacy with others

Deliberate "outing" of any aspect of a person's identity without their consent except as necessary to protect other members or other vulnerable people from intentional abuse
Sharing non-harassing private communication without permission

3.5 WHEN THE CODE OF CONDUCT IS NOT FOLLOWED
Participants asked to stop any harassing behaviour should comply immediately. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of staff immediately.

If a participant engages in harassing behaviour, organisers may take any action they deem appropriate, including warning the offender or removal from the event with no refund.

3.6 CODE OF CONDUCT VIOLATIONS BY STAFF
If security, an organiser or a volunteer engages in harassing behaviour, alert the designated member of the team. They will take the appropriate action: including warning the offender, expulsion from the event or immediate withdrawal from their professional duties.

4 - For Venue's / Promoters (to have behind the bar and signed by all working)

Strict observance of the Code is fundamental to the activity and reputation of Halt Harassment. It is essential that all direct service program volunteers (those in face to face contact with the Association's clients), all employees (permanent full-time, hourly, fixed term contract, permanent part-time), and any other third party service provider in face-to-face Contact with our clients adhere to this Code.

Harassment Definitions: Personal or sexual harassment

Sexual harassment is any conduct, comment, gesture or contact of a sexual nature that one would find to be unwanted or unwelcome by any individual.

Personal harassment means any conduct whether verbal or physical that is discriminating in nature, based upon another person's race, colour, ancestry, place of origin, political beliefs, religion, marital status, physical or mental disability, sex, age or sexual orientation.

It is discriminatory behaviour, directed at an individual, that is unwanted or unwelcome and causes substantial distress in that person. Halt Harassment has a zero tolerance policy with respect to Personal /Sexual Harassment. Personal/Sexual Harassment in any form is strictly prohibited and may be grounds for termination as a volunteer, or, in the case of an employee, immediate dismissal for just cause without notice or pay in lieu of notice.

Halt Harassment declaration:

I, (Employee/Volunteer –..... have read, understand and agree to abide by the Code of conduct of Halt Harassment and I understand that such adherence is a condition of my employment or volunteer work. I understand that a violation of the Code of Conduct may be grounds for termination as a volunteer or in the case of an employee immediate dismissal for just cause without notice or pay in lieu of notice.

Signed this _____ day of _____, 20_____.

_____

(Volunteer/Employee - Signature)