

MELBOURNE FRINGE'S CODE OF CONDUCT

DISCRIMINATION, HARASSMENT, SEXUAL HARASSMENT & BULLYING

Melbourne Fringe values diversity and inclusivity and strives to create a festival that is safe, inclusive and welcoming for all. We are committed to providing an environment that is free from all forms of discrimination, harassment, sexual harassment, bullying and victimisation.

As part of this commitment, all employees, contractors, participants and volunteers are required to comply with [Melbourne Fringe's Policies and Codes of Conduct](#).

We know it's a long and detailed document, so here's the short version: ***we are firmly anti-discrimination, anti-harassment, anti-sexual harassment and anti-bullying. We are firmly pro being yourself, having safe spaces and celebrating difference.***

STANDARDS OF BEHAVIOUR

Everyone engaged by or with Melbourne Fringe is responsible for promoting a safe, respectful, inclusive festival environment by:

- Treating all people with dignity, courtesy and respect
- Respecting cultural, ethnic, religious, ability, gender and sexual orientation differences
- Behaving in a professional, fair and courteous manner at all times
- Promptly reporting any breaches of this Code of Conduct, whether it is against you or another person, to a Fringe staff member (full contact details below)
- Maintaining confidentiality when complaints are made and/or under investigation
- Abiding by all applicable laws and regulations

UNACCEPTABLE BEHAVIOUR

Anyone engaged by or with Melbourne Fringe, including all artists and venue operators, must not:

- Abuse or threaten to abuse (verbally, physically or in writing) another person
- Discriminate or unfavourably treat someone because of their race, age, sexual orientation, gender, disability or other personal characteristics
- Intimidate, threaten or harass another person
- Physically or sexually assault another person
- Sexually harass another person, including unwanted, unwelcome or uninvited behaviour of any kind

- Bully, isolate or humiliate another person
- Victimise, unjustly treat or threaten someone because they have raised a complaint or are a witness in an investigation
- Behave improperly or unethically

For detailed and comprehensive definitions of the above, please [click here for the full policies and procedures](#).

Melbourne Fringe is open access. This means we are uncurated – we don't make curatorial decisions and every event that registers is accepted into the festival. This means that Melbourne Fringe does not condone the content of every artist in our program and the views and values of individual artists doesn't necessarily reflect those of Melbourne Fringe, or our staff or Board. Sometimes our commitment to freedom of expression and our commitment to safe spaces can be in conflict with each other – it's a complex area, but we unquestionably draw the line at harassment and hate speech.

WHO TO CONTACT

- If you are in danger or require **emergency assistance**, call triple zero (000).
- If you are **onsite at the Fringe Hub** or another Melbourne Fringe run event – inform a Fringe staff member.
- **Contact the Fringe team:**
If you would like to discuss an issue or incident you can contact us at any time. We are always available for confidential support and guidance.
Any of the following staff members can be contacted at the Fringe office on (03) 9660 9600, or by emailing them directly.
 - o Stephanie Hamilton – Fringe Board Member (pronouns she/her)
boardmember@melbournefringe.com.au
 - o Simon Abrahams – Creative Director & CEO (pronouns: he/his)
simon@melbournefringe.com.au
 - o Will Dawson – General Manager & Deputy CEO (pronouns: he/him)
will@melbournefringe.com.au
 - o Miranda Borman – Head of Marketing & Development (pronouns: she/her)
miranda@melbournefringe.com.au
 - o Danny Delahunty – Senior Producer (pronouns: he/him)
danny@melbournefringe.com.au
 - o Tom Browne – Producer – Artists, Venues & Events (pronouns: he/him)
tom@melbournefringe.com.au
 - o Carly Findlay – Access and Inclusion Coordinator (pronouns: she/her)
carly@melbournefringe.com.au
 - o Shirrah Comeadow – Business Operations & Systems Manager (pronouns: she/her)
shirrah@melbournefringe.com.au

- o Anna Seymour - Assistant Producer, Participation (pronouns: she/her)
participants@melbournefringe.com.au

Any complaints or reports of conduct not in keeping with this code of conduct will be followed up in accordance with Melbourne Fringe's Complaints Policy. Your complaint will be kept confidential and a Fringe staff member will explain what options are available for dealing with the complaint. This may include following Melbourne Fringe's informal or formal procedures and/or may result in raising the complaint with an external agency or the police if the allegations are of a criminal nature.

- There are also a number of external organisations available for support. It's important to remember that support organisations can help you even if you don't report a crime to the police. including:
 - o **Lifeline:** a free and confidential service staffed by trained telephone counsellors – Ph: 13 11 14 or www.lifeline.org.au
 - o **The Australian Human Rights Commissions:** a complaint handling service that may investigate complaints of discrimination, harassment and bullying – Ph: 1300 656 419 or <https://www.humanrights.gov.au/>
 - o **Sexual Assault Crisis Line:** a support organisation for victims of sexual assault and sexual abuse. Ph: 1800 806 292 or <https://www.sacl.com.au/>
 - o **Victorian Equal Opportunity and Human Rights Commissions:** a free telephone enquiry line – provides free, fair and timely dispute resolution, information and education – Ph: 1300 292 153 or <https://www.humanrightscommission.vic.gov.au/>