

SENSORIA FESTIVAL

OF FILM — MUSIC — DIGITAL
2019 27 SEPT — 5 OCT

Code of Conduct

The Sensoria Code of Conduct is a set of principles and a shared vision to promote and maintain a safer, inclusive workplace and festival environment for everyone working with, and attending the festival. Sensoria Festival is committed to creating opportunities for people to come together and share film, music and digital events and experiences in an inclusive space. This means ensuring that all spaces are accessible and a safe environment for all.

This policy will be reviewed annually by the Festival Director, and the Board. The effectiveness of this policy will be monitored on an on-going basis by the Festival Director to ensure that it is working in practice, and more regular reviews and updates will take place if necessary.

We expect people attending or working at any Sensoria events to maintain our code of conduct and that all employers, employees, workers, interns, trainees, volunteers, trustees, freelancers, guests and moderators should adhere to the following principles:

- 1. Everyone is responsible for creating and maintaining an inclusive environment that is positive and supportive. We encourage cultures of consent, and for people to work to be active bystanders.*
- 2. We do not tolerate bullying and harassment, and we ensure that processes are in place for the reporting and investigation of these serious issues.*
- 3. We value inclusivity, appreciate difference, welcome learning from others, and consider people equal without prejudice or favour. We build relationships based on mutual respect.*
- 4. We understand that reporting bullying or harassment can be intimidating. We will respect confidentiality where possible and aim to make the process of reporting clear and straightforward.*
- 5. We will respect each other's dignity, regardless of the seniority of our role in an organisation.*
- 6. We respect the right of individuals to personal space, and to enjoy events and social activities on their terms.*

Sensoria is dedicated to providing a harassment-free experience for everyone. We do not tolerate harassment of participants in any form. This code of conduct applies to all Sensoria spaces, including both online and off. Some Sensoria spaces may have additional rules in place, which will be made clearly available to participants. Participants are responsible for knowing and abiding by these rules.

Harassment can take many forms, but includes:

- Discrimination related to gender, gender identity and expression, sexual orientation, disability, mental illness, lifestyle choices, neuro(a)typicality, physical appearance, body size, age, race, or religion.

- Any gratuitous, unwelcome or inappropriate sexual behaviour.
- Physical contact and simulated physical contact without consent or after a request to stop.
- Violence, deliberate intimidation or threats of violence.
- Harassing photography or recording, including logging online activity for harassment purposes and publishing of private material.
- Sustained disruption of discussion or offensive comments during Q & As or discussions.
- Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others, including stalking or following.
- Deliberate “outing” of any aspect of a person’s identity without their consent except as necessary to protect vulnerable people from intentional abuse.

Reporting

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact the festival team at info@sensoria.org.uk, or speak to a member of the festival team in person if at an event. We will respond as promptly as we can and follow this code of conduct to deal with the situation.

This code of conduct applies to Sensoria spaces, but if a member of the Sensoria team outside our spaces is harassing you, we still want to know about it. We will take all reports of harassment seriously. This includes harassment outside our spaces and harassment that took place at any point in time and respect confidentiality.

We have briefed our staff and guest/panel moderators and hosts to be aware of any potential harassment within discussions and Q&A’s – please feel free to comment to the moderator or a steward if you feel that other members of the audience are being disrespectful. Sensoria Q & As are a space for open discussion and we look to uphold this and make sure that the ability to have these discussions are not undermined with intent.

What to do if an incident occurs – Staff & Volunteers

In the case that an incident does occur, please immediately find a member of the senior Sensoria team, or the event manager, who will speak to the person involved directly.

Volunteers are not expected to undertake the below process, so if a situation is occurring that is making you feel uncomfortable, *regardless of who is involved*, please remove yourself from the situation and find a Sensoria team member.

When dealing with an incident, we strive to do the following:

- We will, where possible and appropriate have 2 members of staff present, and find a private space within the event.
- We will listen and hear out the individual.
- We will clearly state what actions we will take next.
- We will keep any discussions strictly confidential unless 3rd parties (ie Police) are required to be involved.

Participants asked to stop any harassing behaviour are expected to comply immediately.

If a participant engages in harassing behaviour, the festival team may take any action they deem appropriate, up to and including expulsion from all Sensoria spaces. This includes guests, artists and team members.

When dealing with incidents involving individuals external from the Sensoria team (for example members of the public), we do not have the capacity to undertake any processes after the event (unless 3rd parties are involved), but we are happy to signpost to sources of relevant information and support either locally or nationally.