

# THE WE HAVE VOICE COLLECTIVE

# CODE OF CONDUCT

## TO PROMOTE SAFE(R) WORKPLACES IN THE PERFORMING ARTS

THIS CODE PROMOTES ZERO TOLERANCE FOR HARASSMENT OF ANY KIND, INCLUDING BUT NOT LIMITED TO SEXUAL HARASSMENT AND BULLYING. THE **COMMITMENTS AND DEFINITIONS** HEREIN PROMOTE THE CREATION AND STRENGTHENING OF SAFE(R) SPACES THAT UPHOLD THE EQUITABLE TREATMENT OF ALL PEOPLE REGARDLESS OF THEIR VARIOUS IDENTITIES AND POSITIONALITIES, INCLUDING GENDER IDENTITY, RACE, AGE, ABILITY, ETHNICITY, CULTURE, IMMIGRATION STATUS, SEXUAL ORIENTATION AND IDENTITY, CLASS POSITION AND ECONOMIC BACKGROUND, AND RELIGIOUS BELIEF AND AFFILIATION.

HAVE YOU EXPERIENCED OR WITNESSED HARASSMENT BUT FELT YOU COULDN'T SPEAK UP?

IF YOU ARE IN A POSITION OF POWER, HOW HAVE YOU RESPONDED TO REPORTS OF HARASSMENT?

THIS CODE OFFERS CLARITY AND TOOLS FOR PEOPLE WORKING IN THE PERFORMING ARTS.

### HOW CAN WE COMMIT TO CREATING SAFE(R) SPACES IN THE PERFORMING ARTS?

#### SPEAK UP, SEEK SUPPORT, OR ASK FOR HELP

when witnessing, experiencing, or suspecting any form of harassment. Your silence may enable an abusive situation.

**CREATE MECHANISMS** and/or designate persons in your workplace to provide support when needed, allowing people to raise their concerns without fear of retaliation. Listen and respond in a way that safeguards the position of those speaking up.

**COMMUNICATE** your institution's anti-harassment policies and zero-tolerance protocol clearly to employees, partners, and colleagues at the outset of any work relationship.

**WORK COLLECTIVELY** to combat bias and stereotypes. Take deliberate steps to root them out and minimize their impact.

**FOSTER DIVERSITY** in your role as curator, bandleader, conductor, director, producer, journalist, audience member, artist, or in foundations, organizations, institutions, or non-profits. All people benefit when Performing Arts spaces are diverse in gender, age, sexual orientation, race, culture, nationality, class position, financial status, religious affiliation or differing ability.

### WHAT IS A SAFE(R) SPACE?

A **Safe(r)\* Space** is a balanced, healthy space where all people feel valued and respected.

\*The term "safe(r)" espouses an intersectional approach to the term "safe," acknowledging that what is "safe" shifts depending on one's various identities and positionalities.

### HOW IS SEXUAL HARASSMENT DEFINED BY THE LAW?

**Sexual harassment** in the workplace is prohibited by law. *Quid pro quo* sexual harassment is when a term or condition of employment is contingent upon the acceptance of unwelcome sexual behavior. *Hostile work environment* sexual harassment is when unwelcome sexual behavior of any kind creates an abusive work environment.

### WHAT IS A WORKPLACE?

A **Workplace**, whether physical or virtual, can include but is not limited to a stage, dressing room, office, recording studio, classroom, venue/club, jam session, workshop, residency, rehearsal space, private residence/home studio, hotel room, gallery, social media platform, and communication that involves professional matters.

### WHAT IS CONSENT?

**Consent** is a clear and unambiguous agreement to engage in a particular activity. It is expressed outwardly through mutually understandable words or actions. Consent is reciprocal and free of force. Minors, by virtue of being minors, cannot give consent. Someone incapacitated due to drug, alcohol or other substance use cannot give consent.

### WHAT IMPACTS CONSENT?

**Force**, which can be physical, psychological or emotional. Examples include but are not limited to: grabbing, touching, manipulation, stalking, exposing oneself, holding someone down, using weapons, verbal threats, peer pressure, blackmail, guilt, or coercion.

**Power Dynamics**, which exist in relationships between employer/employee, teacher/student, bandleader/collaborator, director or producer/artist, festival promoter/artist, manager/artist, booking agent/artist, artist/audience, etc.

**Abuse of Power**, which occurs when offenders use their position to control, manipulate or take advantage of another. Prestige, elder status, institutional clout, or financial power **does not grant** anyone permission to be abusive.

