

This statement covers all with whom Sanctuary Queer Arts engages

We strive to be welcoming and open, and we encourage everyone to be proactive in creating an environment where the safety of others is valued.

Everyone is responsible for their own actions and should be aware of the effect they have on others. Respect people's opinions, beliefs, characteristics, differing states of being and points of view. Examine subtle and not so subtle prejudices. Be aware of the privilege you have in the space, how much space you take up, and how that affects others.

Do not make assumptions about the experiences and lifestyles of others; respect the names and pronouns of everyone and do not assume anyone's gender identity, sexual preference, survivor status, health, beliefs, origins or economic status.

Sanctuary Queer Arts values all individuals, regardless of status or position, and discrimination, bullying, harassment, victimisation, abuse or other inappropriate behaviour, including those not covered by law, will not be tolerated.

Sanctuary Queer Arts is committed to obtaining the LGBT Charter Bronze Award from LGBT Youth Scotland. You can read the LGBT Charter of rights here: <https://www.lgbtyouth.org.uk/charter>

We will not tolerate behaviour which intentionally or otherwise:

- Creates feelings of unease, discomfort, embarrassment, humiliation and/or intimidation.
- Causes offence

Such behaviour includes but is not limited to:

- Aggressive or violent behaviour (physical or verbal)
- The objectification of someone's body (physical or verbal)
- Unwelcome physical contact
- Not allowing others to speak
- Vulnerability caused through nudity, undressing or costuming
- The pushing of people to share personal experiences to deepen artistic work

This behaviour may be single incidents or a variety of repeated actions. It may be public and/or private. The actions may be verbal, non-verbal, written and/or physical.

Don't be a bystander, everyone has a responsibility to stand up for each other, to call out inappropriate behaviour which includes anything that crosses your boundaries or makes you feel uncomfortable.

Sanctuary Queer Arts acknowledges that online spaces can feel different and that we are all learning about the new impact of behaviours so that we are open to adapting how we work and would ask people to have patience with each other.

Sanctuary Queer Arts acknowledges that inviting people into your home can be exposing, so we respect that some people may prefer to keep their video off and that we make no judgements regarding this.

If you want to discuss or report any behaviour or incidents, you can contact any of the following people:

- Annabel Cooper, Sanctuary Queer Arts Co-Director, annabel@sanctuaryqueerarts.com
- Drew Taylor-Wilson, Sanctuary Queer Arts Co-Director, drew@sanctuaryqueerarts.com
- Fraser MacLeod, Sanctuary Queer Arts Co-Director, fraser@sanctuaryqueerarts.com

Alternatively, please speak with any of the staff in the room.