

Dunedin Fringe Festival Code of Conduct and Objectionable Content Policy

– *For Artists*

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Introduction

What is the Code of Conduct?

The Dunedin Fringe Festival Code of Conduct (COC) describes a set of guidelines and what we expect of all participants of the Dunedin Fringe.

What is the Objectionable Content Policy?

The Objectionable Content Policy (OCP) provides guidance for creative practitioners and sets out the procedure for addressing complaints.

Who do they apply to?

The COC applies to all Dunedin Fringe participants in any capacity. This list includes but is not limited to: Fringe artists, audience, festival staff, production crew, sponsors, and volunteers.

The OCP applies to all events associated with the Dunedin Fringe.

When do they apply?

The COC applies, but is not limited to, the following situations:

- Social events;
- Performances, exhibitions, and other events;
- Festival brokered accommodation (billeting).

The OCP applies to all events and marketing/publicity materials for events.

If the interaction would not have happened without the Fringe, the COC and OCP will apply.

Why do we have them?

We are committed to creating safer spaces for all. These policies ensure that we do everything possible to protect all participants from physical or psychological harm. All Dunedin Fringe participants have the right to be respected and treated with decency by fellow participants. The Fringe has a large, diverse community, and as festival producers we believe in that right and will take all practical steps to ensure it is upheld.

These policies also detail the procedure for investigating an allegation, which will be taken in accordance with the principles of natural justice.

The Code of Conduct

Health and Safety

The health and safety of our participants is our highest priority, therefore it is expected that all participants will adhere to relevant guidelines, instructions, restrictions, and legislation including (but not limited to) The Health and Safety at Work Act 2015. All incidents and near misses should be reported to the manager of the venue in which they occurred.

Appropriate Behaviour

The Dunedin Fringe Arts Trust values whanaugatanga and manaakitanga.

Whanaugatanga/Inclusiveness: We value and promote diversity in what we do, who we work with, and who we are.

Manaakitanga/Care: We nurture and grow creativity with respect that uplifts the personal power of all participants.

It is expected that all participants will:

- Treat people with respect and courtesy;
- Act ethically, with honesty and integrity.
- Keep any confidential information private in accordance with the NZ Privacy Act 2020.

It is expected that participants will not:

- Participate in the Fringe under the influence of alcohol and other drugs.
- Harass or discriminate anyone including on the grounds of: ethnicity, race, sexuality, gender identity and expression, marital or domestic status, disability, physical appearance, pregnancy or breast feeding, age, or religion;

The Fringe has zero-tolerance for any form of harassment or discriminatory behaviour. Harassment includes but is not limited to: offensive jokes, name-calling, bullying, slurs, physical/verbal threats, physical assaults, destruction of property for purpose of intimidation, verbal intimidation, ridicule, offensive pictures, unsolicited inappropriate and/or sexual comments, unsolicited inappropriate and/or sexual touching and gestures, inappropriate intrusion into others' personal lives, any form of behaviour that has a negative impact on others' psychological health, etc.

Incident Reporting

In the first instance, harassment or discriminatory behaviour experienced or witnessed should be reported to the manager of the venue in which the behaviour occurred. If possible, submit a secondary report to the Festival or ask the venue to do so on your behalf.

In the event that the venue is managed by the Dunedin Fringe, or it occurred in an unmanaged location, then it should be reported to the Festival.

Reporting to the Festival

You should report to one of the core festival team ie the Director, Operations Manager, Venue Manager, Administrator, or Volunteer Co-Ordinator. You can do this anonymously if you wish. You may want to obtain support from your peers, family, or a third party to assist you in to make the report.

Make your report:

- In person. If you are unable to find one of the above people, another Fringe team member, or volunteer, may be able to assist you to get in contact with them;
- By emailing;
- Phone calling or text.

Contact details are on our website and the door of the Fringe Office.

Each report made will be handled in private and dealt with in strict confidentiality. Only relevant Fringe personnel will become involved. We understand that what you have experienced may be painful, traumatising, and upsetting. We promise to be as respectful as possible, we will not push you beyond your comfort level, and we can take as much time as you need. After your report, we will take over and retain your anonymity, and you will not need, nor be asked, to confront your harasser or do anything further.

Upon receiving a report, the Festival will proceed with the following plan of action:

1. Gather as much information as possible in accordance with the previous statement and compile this into an incident report. This will include checking our files for other instances of COC violation by the person(s) involved.
2. Discuss with the person making the report their preferred course of action. If requested, we will take no further action unless we believe someone is at risk of further harm, or the threshold for criminal liability has been reached
3. Inform the Director and Chairperson of the Dunedin Fringe Arts Trust.
4. Inform the other party of the allegation and meet with them.

5. If there is evidence of the COC violation and/or the other party admits the behaviour then possible consequences include removal of offensive material, apologies to affected parties, exclusion and/or expulsion from events or the festival without refunds, being barred from future participation in the Fringe in any capacity.
6. Follow up with the person who made the report and other affected parties and inform them of the of the outcome.
7. Complete and file the confidential report.

Anonymous Report

If you are uncomfortable to make a personal report, there is also the option to make an anonymous report. Even though we will be unable to follow up with you directly due to the anonymity, rest assured that all reports are treated seriously, and it will be investigated thoroughly and be dealt with accordingly.

Objectionable Content Policy

This policy provides guidance for creative practitioners by acknowledging that their work may be subject to accusations of objectionable content and/or not aligning with our safer spaces commitments. Objectionable content will be addressed differently than the behaviour of a practitioner (either 'on stage' or in real life) for which the Code of Conduct applies.

Artistic Expression In Safer Spaces

Freedom of artistic expression is an essential kaupapa of the Dunedin Fringe Festival. We create opportunities for practitioners to showcase their work without jury or censor. We support artists and the choices they make on stage.

Ticketed Events

Artistic content may sometimes include language, characters, situations, and other elements that may be perceived as inappropriate, offensive, or triggering. By purchasing a ticket, audiences are opting to participate in an experience, including a diverse exploration of stories, vantage points, and delivery. Content warnings, and age restrictions, should be used in promotional material as appropriate.

Street Performers

Street performances and busking are intended for entertainment of general public audiences. Show content is held to a family friendly standard. While the content of a show may push boundaries or offend, we do not tolerate discrimination or harassment within the context of a street performance.

At no time may artistic expression or freedom violate any NZ Government law or Dunedin City Council bylaw including, but not limited to: crimes against morality and decency; intellectual property law.

Complaints Procedure

A complaint about the content of an event, or the marketing/publicity of an event, should be addressed to the Festival Director: director@dunedinfringe.nz

1. The complaint will be acknowledged.
2. If there are grounds for doing so, the Festival Director will communicate with the production team concerned and discuss ways to mitigate the offense. For example, can the marketing material be removed from the public domain? Can problematic event content be amended?
3. As a final resort, the Festival Director can propose to remove an event from the Dunedin Fringe programme in accordance with section 1.G. of the 2022 Festival Terms and Conditions. Any such decision will need to be ratified by the Dunedin Fringe Arts Trust Board. This right is unreserved.
4. The complainant will be responded to including notification of any action taken.