

INCLUSION & SAFETY CLAUSE

for SPONSORS, PARTNERS, VENDORS

Statement of Purpose

COMPANY's brand values are centred on inclusivity and equality. As such, COMPANY prioritises event partnerships with events that reflect these values across entertainment programming, staff training, internal policies, and on-ground activity.

Objective

COMPANY wishes to partner with events that:

- Have diverse lineups featuring a significant percentage of performers from under-represented groups;
- Have clear policies and practices in place to ensure the event is a safe and *welcoming* place for people from all walks of life;
- Have a proven track record of preventative harm reduction tactics to address issues that include but are not limited to substance use, harassment, assault, and sexual harm.

The above criteria form part of the partnership offer and may be factored into the acceptance or rejection of the offer.

COMPANY reserves the right to terminate the partnership if we are not satisfied this criteria has been met.

Materials

Please tell us about your event's commitment to diversity and inclusion.

- If you have a statement in your mission, please share it here.
- How have you worked to make diversity a value for your organization, and how have you worked to communicate this?
- How diverse is your staff, your performer lineup, and your target audience?
- What is your event's track record with regard to lineup diversity?
- What is your organisation's track record with regard to incidents of sexual harm at each event? Within your organisation?

Please tell us about the *specific* measures you have in place both for your attendees and your staff to **prevent** and **respond** to:

- Sexual harm
- Other forms of discrimination and harassment
- [Anything else you want to add here]

Definitions

- The term “under-represented group(s)” means people who identify themselves as women, non-binary, Black, Indigenous, people of colour, disabled, Lesbian Gay Bisexual Transgender or Queer, or having a combination of these identities.
- This definition should be reviewed by the parties, as it is flexible, varies between genre, and can be expanded to include things like age, etc.
- “Sexual Harm” refers to any sexual behaviour that is unwanted and/or causes harm. This includes but is not limited to: behaviour that is a criminal offence, sexual harassment as defined by the Human Rights Act, and behaviours such as inappropriate sexualised social behaviour which are sexual but do not fall within the legislative definitions above.