

## Anti-Harassment Policy

### Introduction

Trinity is committed to providing a safer environment for all our stakeholders and representatives that aims to be comfortable and free from all forms of harassment.

### Principles

Trinity will:

- act in accordance with the law and our policies to protect people from harassment
- take action to protect stakeholders and representatives from harm
- promote a positive culture and environment that reinforces Trinity's values and ethos
- take appropriate measures and acting quickly in response to any incidents and allegations arising
- review and improve this policy and accompanying procedures in response to incidents, feedback and/or changes in guidelines or the law

### Anti-Harassment Statement

Everyone has the right to a self-expression and to not feel harassed because of who they are. At the Trinity Centre, our staff and volunteers aim to create a safer, relaxed environment for people to enjoy themselves and have positive social/cultural experiences. If someone is harassed within our venue, we want to know about it so we can take action. We have an anti-harassment procedure, designed to support victims of harassment to feel safe and supported and to enable our staff to be able to take swift action to protect people from harm.

### Code of Conduct

The Trinity Team are committed to upholding an inclusive environment in The Trinity Centre where everyone can:

- enjoy music, art and freedom of expression
- be themselves free from hatred and harassment

We expect all representatives and stakeholders to follow our Code of Conduct: mutual respect and tolerance; equality of opportunity; inclusion and diversity appreciation; positive communication and cohesion.

### What is harassment?

Harassment may be against one or more people and may involve single or repeated incidents across a wide spectrum of behaviour. Examples include:

- unwanted physical contact, including sexual advances and other unwanted physical/verbal conduct of a sexual nature
- creating an intimidating, hostile and offensive environment by severe or pervasive conduct, including personal insults and unwanted jokes or remarks about a person's age, dress, appearance, race or marital status and/or other negative comments about personal/protected characteristics

### Responding to an incident

Sexual harassment, assault, acts of aggression, racism, misogyny, cissexism, heterosexism, religious bigotry or hatred and discrimination of any kind are not permitted. Artists, staff, security, contractors, and anyone else working at the venue will be held to the same standards as members of the public.

Trinity will take all reasonable and appropriate action to intervene when incidents of harassment are observed or reported on our premises, including supporting the target of harassment and removing the perpetrator from the venue.

Additional steps may be taken, in particular when protecting children, young people and vulnerable adults from harm, including contacting the police and relevant agencies in line with our Safeguarding Policy.

### Confidentiality

Trinity staff will make every reasonable effort to respond to allegations of harassment in a manner that will protect the confidentiality of all parties and to treat sensitive information appropriately in accordance with our Data Protection Policy. Information may be passed to agencies with a legitimate reason to know and to be informed of any allegations, such as the police, as part of any investigation.

### Complaints & feedback

Any member of the public who has had a negative experience at our venue - including experiencing any unwanted attention, contact, bullying, harassment, or negative behaviour of any kind is encouraged to report their concerns to a member of staff at the venue as soon as possible. Anyone who would like to share feedback or report an experience after an event can do so by contacting [welfare@trinitybristol.org.uk](mailto:welfare@trinitybristol.org.uk) or calling 0117 935 1200 and asking to speak to our Safeguarding Officer in confidence.

### Note

Trinity reserves the right to amend this policy at any time.

### Document control

**Version Number:**  
2

**Approved By:**  
Emma Harvey, CEO

**Effective Date:**  
01/11/2022