

Glasgow Shag Festival Safer Spaces Policy/Code of Conduct.

Philosophy of excellence.

The Organisers of the Glasgow Shag Festival (GSF) are committed to producing a friendly, educational and fun event for all individuals in attendance. We are aware that this can only truly be possible by ensuring that we are producing an event where *everyone feels safe*.

The following document sets out our code of conduct and what constitutes acceptable behavior. It also sets out what to do if you feel unsafe or uncomfortable during the event. Everyone has a responsibility to themselves and to others to make this event as enjoyable and as comfortable as possible- So remember folks, in the immortal words of Bill and Ted, “Be excellent to each other!”

On being excellent:

We at the GSF are dedicated to providing a harassment-free experience for everyone, regardless of gender, age, sexual orientation, disability, physical appearance, body size, race, religion or lack thereof.

1. Harassment will not be tolerated. This includes, but is not limited to, deliberate intimidation, stalking, sustained disruption of events, inappropriate physical contact and unwanted sexual attention. Participants should also be aware that discriminatory language is not appropriate under any circumstances; this includes offensive comments or gestures related to gender, age, sexual orientation, disability, physical appearance, race and religion.
2. Sexual language and imagery are not appropriate for any part of this event.
3. We welcome a diverse melting pot of individuals, please be aware of your audience so as not to make anyone feel uncomfortable. Use of marginalising and ableist language is likely to make many other individuals feel uncomfortable!
4. As with many a jolly knees up, alcohol will be permitted- after all you are visiting Scotland, the spiritual home of Whisky. If you like to have a drink to enjoy yourself, there's no reason that you shouldn't. However, we encourage responsible alcohol consumption. Should you become intoxicated and risk harming yourself and others, we will remove you if necessary. We expect you to measure your alcohol intake and know your limits- under no circumstances should you be on the dance floor if you are drunk. We also operate a strict no drinks on the dance floor policy. If you are deemed by us to be too intoxicated to be on the dance floor, we will ask you to remove yourself from it and possibly to leave the venue. This will be dependent on the level of perceived intoxication. If you do find yourself in a position where you have accidentally had one too many

and would like to sober up we will be happy to assist you by providing some water for you, finding a space for you to sit and breathe and/or phone for a taxi should you require one.

5. We hope you like our venues, our bands, and our equipment. Please respect them and the people around you. We ask you not to damage any equipment or other people's belongings. Please help ensure our venues and spaces are kept neat and clean by tidying up after yourselves. Accidents do happen, so if you do incur any damage to any property not belonging to yourself, please don't cover it up; take ownership and let an Organiser or Class Representative know.
6. A word about hosting - please respect your host, let them know how much you appreciate what they're doing. Respect house rules and personal boundaries. If you are unsure, always ask. Hosts, in turn, respect your guest. If you have house rules, be clear about them.
7. During the course of a dance event all dancers will need a rest, or to refuse a dance, please don't take offence. No individual should be refused a dance based on any discriminatory reason, including dance ability. Be polite and be kind. No one should be expected to explain themselves for refusing a dance, they will if they wish to. Providing they make a respectful declination, there is no reason to take offence.
8. This list is not exhaustive. Please treat others as you would wish to be treated. If any incident does arise which has not been covered here it will not be ignored. This policy is to help people understand that we care and will do everything we can to provide a comfortable and safe space. Therefore, any inappropriate action will have consequences, whether formally listed here or not.

On experiencing and reporting non- excellent behaviour:

If you experience any offensive or inappropriate behaviour, notice that someone else is having a bad experience, or have any other concerns, please contact the Safer Spaces Officers, an Organiser or Class Representative. We will try to ensure these individuals are made known to you throughout the event.

As it is our commitment to making sure everyone feels comfortable and safe, any issues that are reported will be treated with the greatest amount of discretion and confidentiality. Please approach us if you are feeling ill at ease about anything. We want you to know that you will be treated with friendliness, respect and care. If for whatever reason you don't feel comfortable talking to the individual you have found yourself with, you may ask to speak to someone else from the team with whom you feel more at ease.

If you feel unsafe or uncomfortable and wish to leave the event, we will be happy to help you obtain a taxi to return to your place of residence.

Additionally, we will be happy to assist anyone wishing to contact venue security or the Police to do so.

On what to expect if you don't behave excellently:

First and foremost- illegal behaviour will not be tolerated. We will contact the Police immediately should any person engage in unlawful behaviour.

The Organisers of the GSF reserve the right to deal with any inappropriate behaviour accordingly, from issuing a warning to expulsion from the event *without a refund*. You will be treated with respect, but we will be firm in our action and decision.

As previously stated, should you have an accident you will be expected to take responsibility for any damage incurred- including financial repayment to replace or repair anything that has been damaged, we will be understanding and will work with you to figure out the best way of doing it.