

SHAMELESS! FESTIVAL'S CODE OF CONDUCT

“It is not our differences that divide us. It is our inability to recognise, accept and celebrate those differences”

Audre Lorde

Shameless! Festival organisers WOW and SHaME are passionate about creating safe, inclusive, intersectional and respectful spaces for debate and dialogue. For this festival we are using WOW's existing code of conduct as follows, and have expanded it to make sure we are creating as safe a space as possible for survivors of sexual violence and everyone attending the festival:

- We ask you to show up with empathy. We believe that empathy is not only infinite, it is renewable. The more empathy we infuse into our behaviour and culture, the more there is to go around
- Please note that empathy is not connecting to an experience, it's connecting and validating the emotions that connect the experience
- We ask you to extend the most generous interpretation to the intentions, words and actions of others. Our assumption of generosity puts our faith in people that they are doing the best they can
- We ask you to join us in creating a space that enables each other to ask for what we need and to talk about how we feel without judgment - doing this will enable us to collectively develop strategies for hope
- We ask you to refer to those who have suffered abuse as survivors not victims, and to acknowledge and applaud the strength it takes to survive
- We ask you to acknowledge that people have different levels of support systems
- We ask you to be mindful that people can be triggered by lots of different factors, some which may not be clear or obvious
- It is okay to take some time out or to leave for any reason, no explanation needed
- We believe that people can be vulnerable and treated with dignity and respect
- Shameless! Festival is inclusive of all genders. Sexual violence affects all communities and all genders and this is reflected across our festival programme

If you are affected by the themes discussed at the festival, please know that you are not alone. You can:

- Speak to one of our qualified therapists on site in a quiet confidential setting
- Ring the Survivors Trust helpline on 0808 801 0818 (open 10am-5pm on the day of the festival)
- Refer to one of the recommended helplines
- Take some time out, get a cuppa, chat to a member of the WOW or SHaME team

Help to create a safe space for all participants.

- Be an active bystander - if you see abuse happening, report it to a WOW member of staff or front of house staff immediately and show kindness to the person who is experiencing the abuse
- Have an open mind - be prepared to unlearn patterns of behavior or ideologies
- Show up to our events from a place of curiosity, learning and respect
- Recognise and value diversity
- Respect the privacy of participants
- Be aware of language diversity
- Handle disagreement constructively
- Call out biases or prejudices, but refrain from shaming

We are committed to protecting and safeguarding all of our participants and speakers. We do not tolerate:

- Offensive language and comments relating to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro (a)typicality, physical appearance, body size, age, race, ethnicity, culture, political opinion, age, skill level, occupation, background or religion

- Harassment and stalking
- Harassing photography or recording
- Hate speech, inflammatory or derogatory language
- Discrimination of any kind, including micro-aggressions or subtle displays of prejudice
- Violence, incitement or threats of violence or intimidation
- Personal attacks
- Encouraging behaviour that violates the code of conduct
- Unwelcome sexual attention or physical contact
- Sexually explicit, violent or triggering material that is not contextualised and preceded by a warning
- Deliberate misgendering or use of 'deadnames' or rejected names
- Deliberate "outing" of any aspect of a person's identity without their consent except as necessary to protect vulnerable people from intentional abuse

Participants who are asked to stop any kind of the above behaviour are expected to comply immediately. If a participant engages in any of the above behaviour, the WOW team may take any action we deem appropriate, up to and including expulsion from all event space.

Reporting

Please contact a WOW member of staff immediately if you are experiencing any form of harassment or discrimination, or if you feel unsafe.

Read the Code of Conduct in full at thewowfoundation.com/code-of-conduct