



Zero Tolerance Statement

Inside Out Community are committed to maintaining a safe and inclusive environment for all of our staff, members and artists.

We have a zero-tolerance approach towards any form of unlawful discrimination, prejudice, bullying and harassment, and are committed to ensuring all people are treated with dignity and respect regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

Our vision as an organisation is for an environment where everyone feels safe, respected, valued and treated with dignity. Inside Out Community celebrates diversity and is committed to nurturing a culture and environment that is inclusive and fair, challenges inequality and is free from any form of micro-aggression, bullying, harassment and discrimination.

Abusive behaviour, intimidation or aggression in any form – in person, by telephone or written communications – will not be tolerated.

We fully support and encourage anyone who is experiencing/has experienced, or has witnessed, any form of discrimination, harassment or bullying to come forward and tell us in order that they can receive support and advice on how to take forward any concern in accordance with the most appropriate policy; no act is considered too small to be addressed.