

Code of Conduct

We are committed to maintaining an environment free from discrimination, victimisation, harassment, and bullying. This Code of Conduct sets out both the behaviour we expect from our staff, hirers, patrons and volunteers, and behaviour that is not acceptable and could lead to further action.

All staff, hirers, patrons, and volunteers must be respectful of the theatre's premises and property. Please help to keep the theatre's appearance clean, tidy, and professional.

All staff, hirers and volunteers are expected to:

- be polite, courteous, and respectful towards one another and to audience members / visitors to the theatre; and
- to honour all commitments they have made to The PumpHouse Theatre

Discrimination

We aim to ensure that all staff, hirers, and volunteers who provide services to The PumpHouse Theatre receive equal treatment irrespective of:

- gender identity
- marital or civil partnership status
- sexual orientation
- race, colour, ethnic or national origins
- religion or belief
- pregnancy
- disability

Harassment

Harassment generally consists of unwanted conduct (based on one or more of the above characteristics) which has the purpose or effect of:

- violating a person's dignity; and/or
- creating an intimidating, hostile, unsafe, degrading or offensive environment.

It is irrelevant whether the alleged harassment is intentional or not.

The following are examples of harassment. This list is intended as a guide and is not exhaustive:

- physical conduct – unwanted touching, patting, pinching, assault, coercion for sexual favours or physical threats.
- verbal conduct – unwelcome advances, critical nicknames, innuendo, insults or abusive language.

- non-verbal conduct – the display or sharing of pornographic or suggestive pictures, offensive or abusive gestures, objects or written material (other than in connection with a production for artistic purposes);
- bullying – offensive, intimidating, insulting, humiliating, or demeaning behaviour which attempts to undermine an individual.

How to get help

If you think you have been a victim of any form of discrimination, victimisation, harassment or bullying and would like help, please contact:

James Bell
Business Manager
james@pumphouse.co.nz

Or Mags Delaney-Moffatt
Community Engagement Coordinator
mags@pumphouse.co.nz

Useful resources

- Police / Emergency services: Call 111 (emergency) or 105 (non-urgent)
- Safe to Talk - 0800 044 334 Text 4334 24-hour support
- Help - 0800 623 1700 (support for sexual abuse survivors)
- Rape Prevention Trust - (for services throughout Aotearoa)
- Mental health helpline - Text 1737 (support from trained mental health professionals)
- Youthline - 0800 376 633 or text 234
- WorkSafe - advice for bullying & sexual harassment
- ACC's Find Support service for those who have experienced sexual harassment
- Human Rights Commission - (to make an enquiry or complaint about discrimination or racial or sexual harassment) : 0800 4 YOUR RIGHTS (0800 496 877) or email infoline@hrc.co.nz
- Healthline - 0800 611 116 (support from registered nurses)