

## Expectations of behaviour

At Mimbre we want to provide the best possible working environment for everyone, one that is based on collaboration, respect and enjoyment.

We ask that you:

- Consider the impact that your actions or comments may have on others and to take responsibility for your own behaviour.
- Treat others with kindness and respect.
- Be open to being approached about any issues or concerns and do your best to not be defensive. Take the time to listen.
- Don't attempt to use humour as a shield for hurtful or abusive comments.
- Adopt a 'yes means yes' policy – this means unless someone has given you their explicit consent, you should never assume that you have received it.
- Not be under the influence of alcohol or illegal drugs when working together.
- Don't be a bystander. Speak up about inappropriate behaviour even and especially when you are not the victim.
- Don't push others to share or do anything they don't wish to.
- Contribute to making the Acrolab a fun and worthwhile experience for everyone involved!

Discrimination of any form will not be tolerated. This includes but is not limited to harassment based on age, sex, race, disability, sexual or gender orientation, ethnic or national origins or belief, physical attributes, and harassment of a sexual nature.

Mimbre has a zero tolerance for any form of harassment, bullying, assault or violence. For the avoidance of doubt, harassment includes any behaviour that is offensive, intimidating, humiliating or hostile; which interferes with individuals' work; which causes stress, anxiety, fear or sickness on the part of the harassed person; and behaviour which sexualises the workplace.

Once inappropriate behaviour has been reported, it will be dealt with the utmost urgency in a discreet and respectful manner. If Lina, Silvia or the Mimbre team perceive someone to have 'crossed a line' (for example an issue that goes beyond a conversation and an apology) they may receive a warning or be asked to leave.

If you have any concerns at all about anyone's behaviour, either to you or someone else, please speak to:

Lina Johansson: [lina@mimbre.co.uk](mailto:lina@mimbre.co.uk) / 07801 325415

Silvia Fratelli: [silvia@mimbre.co.uk](mailto:silvia@mimbre.co.uk) / 07814 650917

Safeguarding board members for Mimbre: [safeguarding@mimbre.co.uk](mailto:safeguarding@mimbre.co.uk)

You can also contact the **UK Theatre helpline**:

<https://theatrehelpline.org/>

Telephone 0800 915 4617 or email [advice@theatrehelpline.org](mailto:advice@theatrehelpline.org)

Or the union **Equity**:

<https://www.equity.org.uk/at-work/discrimination-at-work/>

[https://www.equity.org.uk/media/2575/equity\\_bullying-harassment-guide.pdf](https://www.equity.org.uk/media/2575/equity_bullying-harassment-guide.pdf)

0207 670 0268 (bullying & harassment helpline)

020 7379 6000 / [info@equity.org.uk](mailto:info@equity.org.uk) (general contact)