

# CHUNKY MOVE

## RESPECTFUL WORKPLACE

### Code of Conduct

Chunky Move is committed to providing a safe, respectful, inclusive and flexible workplace environment that is free from discrimination, harassment, sexual harassment and bullying. We do not tolerate or condone any form of discrimination, harassment, sexual harassment or bullying in this workplace.

This Code of Conduct outlines expected standards of behaviour by all workers at Chunky Move that will help ensure a respectful workplace. A breach of this Code of Conduct may lead to disciplinary action, including the termination of your contract with Chunky Move. If Chunky Move considers the breach to be of a criminal nature, Chunky Move may report the matter to the police.

### Scope

This policy applies to all workers engaged by Chunky Move, which includes, but is not limited to:

- Board members;
- Leadership and management personnel (e.g. CEOs, artistic directors, executive directors, producers, company managers, heads of department, managers, supervisors);
- Artists (e.g, dancers, directors, choreographers, creatives, musicians)
- Production and venue personnel (e.g. stage management, technical crew, front of house, ticketing);
- Full-time, part-time, seasonal and casual employees;
- Job candidates, including people auditioning for roles;
- Student placements, work experience students/interns;
- Contractors and sub-contractors (e.g. casting, technical, service and freelance agents who have been contracted or sub-contracted for a specific purpose); and
- Volunteers and anyone working in an unpaid capacity.

This Code of Conduct applies to all workers while:

- at work – such as at rehearsals, during performances, on production tours, while travelling for work;
- at work-related functions – such as opening nights, after parties, Christmas parties, conferences, industry events; and
- outside of work where there is a connection to the workplace – such as on social media.

### Standards of behaviour

Chunky Move's workers are responsible for promoting a safe, respectful, inclusive and flexible workplace environment by:

- ✓ Treating all workers and audience members/patrons/customers with dignity, courtesy and respect;
- ✓ Respecting cultural, ethnic, religious, gender and sexual orientation differences;
- ✓ Behaving in a professional, fair and courteous manner at all times;
- ✓ Following the Drugs and Alcohol policy when at work;

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- ✓ Promptly reporting any breaches of this Code of Conduct, whether it is against you or another person, to as appropriate manager;
- ✓ Maintaining confidentiality when complaints are made and/or under investigation; and
- ✓ Abiding by all applicable laws and regulations.

## Unacceptable behaviours

Chunky Move's workers **must not**:

- × Abuse or threaten to abuse (verbally, physically or in writing) another person;
- × Physically or sexually assault another person;
- × Discriminate against or treat someone less favourably because of their race, sex, age, sexual orientation, disability or other personal characteristics;
- × Intimidate, threaten or harass another person;
- × Sexually harass another person with unwanted, unwelcome or uninvited behaviour;
- × Bully, isolate or humiliate another person;
- × Victimise, unjustly treat or threaten someone because they have raised a complaint or are a witness in an investigation; or
- × Behave improperly or unethically.

## Related policies

This Code of Conduct should be read in conjunction with:

- Chunky Move's Discrimination, Harassment, Sexual Harassment and Bullying Policy; and
- Chunky Move's Complaint Handling and Investigation Procedure – Discrimination, Harassment, Sexual Harassment and Bullying.