

	<b>Anti-harassment policy</b>
	<b>April 2026</b>

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- 1.1 Stonehaven Folk Festival SCIO (SFF) believes that everyone attending the festival, whether as volunteer, performer or audience, has the right to feel safe, respected, free of harassment, intimidation and anti-social or abusive behaviour. This is regardless of their gender, disability, age, sexual orientation, race, ethnicity, religion, body size, national origin, social status or other personal attributes. Behaviour that makes anyone feel threatened or unsafe is not welcome and harassment of any kind will not be tolerated.

**2. Principles & assumptions**

- 2.1 Harassment is behaviour that is unwelcome. It is based on someone's personal attributes and may reasonably be regarded as offensive, humiliating or intimidating to that person.
- 2.2 It includes, but is not limited to:
  - sexual harassment such as unwanted touching, or pressure for sexual activity, belittling or excluding a person because of their gender, making decisions on the basis of a person's acceptance or rejection of sexual advances.
  - using racist language.
  - undermining someone because of a personal attribute such as race, disability or sexual orientation.

**3. Policy aims**

- 3.1 SFF wants everyone attending the festival to feel safe and will do everything it can to ensure this.

3.2 The SFF board will therefore aim to ensure that all volunteers, performers and attendees:

- behave respectfully towards others.
- do not harass others attending or performing at the festival.
- if challenged about their behaviour, stop engaging in that behaviour.
- do not victimise someone who challenges their behaviour.

#### **4. Dealing with reports of harassment - guidance**

4.1 Anyone who feels uncomfortable or unsafe because of someone else's behaviour, no matter how minor it may seem, may report this to any volunteer or board member. They should contact the event designated lead at the earliest opportunity who will investigate the circumstances. The event designated lead may subsequently liaise with the SFF Safeguarding Officer and if necessary, the Safeguarding policy procedures may be followed.

4.2 If the person experiencing harassment feels uncomfortable speaking to or approaching one of the team in person they may email [admin@stonehavenfolkfestival.co.uk](mailto:admin@stonehavenfolkfestival.co.uk) . Such reports will be investigated by the duty board member as soon as practicable.

4.3 All information will be handled with the upmost care and all complaints of unwelcome behaviour will be taken seriously and handled in a sensitive manner.

4.4 Following any report appropriate steps will be taken to address the complaint, in full consultation with the individual experiencing the unwelcome behaviour. This may result in ejecting the perpetrator, taking disciplinary action, terminating a contract, or other appropriate response.

#### **5. Data protection & retention**

5.1 All reported complaints of harassment will be recorded including personal information of those involved. Records will be retained for a period of six years from the date of the complaint.

#### **6. Publication and review**

6.1 All SFF trustees, volunteers and performers will be made aware of this policy. The policy will be published on the SFF website. Paper copies will be supplied on request.

6.2 The policy will be reviewed no later than three months prior to each year's festival and approved by the board.