

This statement covers all with whom National Theatre of Scotland engages with or who are under its roof in Rockvilla.

We strive to be welcoming and open, and we encourage everyone to be proactive in creating an environment where the safety of others is valued.

Everyone is responsible for their own actions, and should be aware of the effect they have on others. Respect people's opinions, beliefs, characteristics, differing states of being and points of view. Examine subtle and not so subtle prejudices. Be aware of the privilege you have in the working space, how much space you take up, and how that affects others. Do not make assumptions about the experiences and lifestyles of others; respect the names and pronouns of everyone and do not assume anyone's gender identity, sexual preference, survivor status, health, beliefs, origins or economic status.

This Company values all individuals, regardless of status or position and discrimination, bullying, harassment, victimisation, abuse or other inappropriate behaviour, including those not covered by law, will not be tolerated.

We will not tolerate behaviour which intentionally or otherwise:

- Creates feelings of unease, discomfort, embarrassment, humiliation and/or intimidation.
- Causes offense

Such behaviour includes but is not limited to:

- Aggressive or violent behaviour (physical or verbal)
- The objectification of someone's body (physical or verbal)
- Unwelcome physical contact
- Not allowing others to speak
- Vulnerability caused through nudity, undressing or costuming
- The pushing of people to share personal experiences to deepen artistic work

This behaviour may be single incidents or a variety of repeated actions. It may be public and/or private. The actions may be verbal, non-verbal, written and/or physical.

Don't be a bystander, everyone has a responsibility to stand up for each other, to call out inappropriate behaviour which includes anything that crosses your boundaries or makes you feel uncomfortable.

If you want to discuss or report any behaviour or incidents, you can contact any of the following people:

- Ayo Schwartz, Head of Human Resources  
[ayo.schwartz@nationaltheatrescotland.com](mailto:ayo.schwartz@nationaltheatrescotland.com)
- Sophie Cooper, Company Manager  
[sophie.cooper@nationaltheatrescotland.com](mailto:sophie.cooper@nationaltheatrescotland.com)

Alternatively, please refer to the Company's Complaints Procedure which is available on our website ([www.nationaltheatrescotland.com](http://www.nationaltheatrescotland.com)) or from reception.