

Mutual Respect Policy – Easy Read – page 1

This is an easy read version of Gig Buddies Mutual Respect Policy.
If possible, we recommend you read the full policy (not easy-read version), or ask somebody to help you to read and understand it



ACL Disability Services and the Gig Buddies project ask all gig buddies and visitors to treat each other equally.



Please treat people with dignity and respect.



Everyone should be free from abuse and harassment



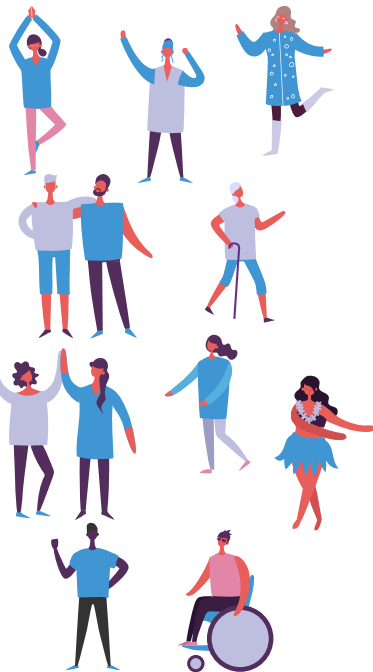
The Gig Buddies project follows general Human Rights rules and NSW standards.

Discrimination and Harassment (Bullying)

Discrimination means treating someone worse than other people for some reason.

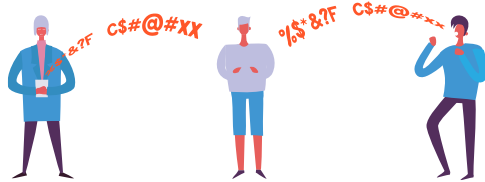
Harassment (or bullying) is hurting or doing bad things to someone.

Harassment is being nasty, hitting, calling names or upsetting someone on purpose.



The Gig Buddies project will not tolerate any discrimination or harassment (bullying) based on:

- Disability
- Race or Culture
- Sexual preference
- Gender
- Age
- Religion
- or
- other characteristics



Any negative, mean or aggressive comments or personal attacks (face-to-face or in writing) is abuse.



Raised voices or speaking in an aggressive or rude manner is also abuse.



Harassment can also be contacting someone more than they like.

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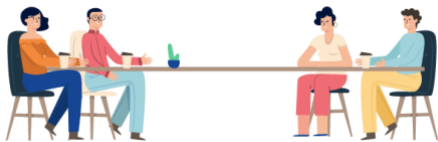
What happens if somebody goes against this policy?



When somebody reports to Gig Buddies staff about abuse that has happened, staff will look into it as soon as possible.



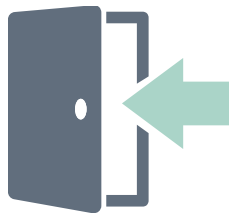
If the abuse is a criminal offence, staff will tell the police and the Gig Buddies CEO.



Gig Buddies staff may also arrange a meeting with all people involved. Gig Buddies staff will take steps to sort out the problem.



If a solution cannot be reached, the people involved may not be able to stay in the Gig Buddies project.



If a person is warned about their behaviour but keeps on being offensive, they will be asked to leave the project, and other people may be asked to help (police or other).

I, _____, have read and understood this mutual respect policy, and agree to respect and follow these rules, and respect my fellow gig buddies and staff.

Signed

Date: / /