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## **DECLARATION OF ADOPTION OF THE SAFE TO CREATE CODE OF BEHAVIOUR**

This certificate confirms the Board of Directors, Chief Executive, senior management and all employees of the company have read, considered and adopted the **SAFE TO CREATE CODE OF BEHAVIOUR**.

**We pledge to create a safe, inclusive, respectful workplace where artists and arts workers can thrive, free from all forms of harassment, discrimination, bullying and violence.**

### **WE CONFIRM OUR COMMITMENT TO:**

- Act in an ethical manner as a business and act with integrity and ethically as an employer
- Commit fully to safe and respectful workspaces with zero tolerance for damaging behaviour
- Abide by all Health and Safety, Equality, Diversity and Employment legislation and comply with all relevant regulations
- Create and implement best practice around codes of practice, policies and procedures for safe workspaces ensuring a clear reporting system, timely investigation which identifies acts of wrongdoing and offers support, action, resolutions, monitoring, and accountability
- Have policies and procedures in place to ensure a safe workplace including: a Dignity at Work protocol, as well as grievance, and disciplinary procedures (see Safe to Create Templates)
- Ensure work environments support the creative process and promote mutual respect from everyone involved
- Commit to the implementation of the code with all employees no matter what their employment status and attach the code to all contracts and letters of agreement
- Avail of Safe to Create free online training for employees irrespective of the nature of the employment on: Tackling Bullying and Harassment at Work, Addressing Unconscious Bias and Bystander Training
- Display the Code of Conduct and all anti-harassment policies prominently in all workspaces
- Promote the Code within and outside our communities establishing a relationship of mutual trust with business partners and stakeholders

**I confirm the Code of Behaviour and Certificate of Acceptance have been read and adopted at a Board of Directors Meeting, held on 12 th day of April 2024**

A handwritten signature in black ink, appearing to read 'Thomas Kenny', is written over a horizontal line.

Signed: \_\_\_\_\_

Contact: 051421255

**Company Name: FEACHTAS EALAION CUIDEACHTA FAOI THEORAINN**

**RATHAIOCHTA Trading as St. Michaels Theatre**

**Company Registration Number: 267172**

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