

# RockCentral Promotions

## Code of Conduct & Sexual Harassment Policy

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*Professional standards for performers, staff, venues and audiences*

### RockCentral Comedian Code of Conduct

At RockCentral, we want our gigs to be safe, professional, and enjoyable for everyone, including comedians, staff, venues, and most importantly, audiences. This Code of Conduct sets out the standards expected of comedians performing at our shows. By agreeing to perform, you agree to uphold these standards.

#### 1. Professional Behaviour

- Arrive at the venue on time, check in with the MC or promoter, and be stage-ready when called.
- Treat venue staff, fellow comedians, and the audience with courtesy and respect.
- If you are unable to perform due to illness, travel issues, or other unforeseen circumstances, notify the promoter as soon as possible.

#### 2. Respect & Safety

- Harassment, bullying, or discriminatory behaviour, including sexism, racism, homophobia, transphobia, ableism, or targeting protected characteristics, will not be tolerated.
- Do not engage in unwanted physical contact, sexual advances, or intimidation towards audience members, staff, or fellow performers.
- RockCentral is committed to preventing sexual harassment. We support and will act on complaints promptly and fairly.

#### 3. On-Stage Content

RockCentral supports comedians' freedom to tackle difficult, controversial and sensitive subjects. No subject or group is automatically off limits as a topic for comedy.

However, racist, sexist, homophobic, transphobic, ableist or otherwise discriminatory material is not acceptable. A joke involving race, sex, sexuality, gender identity or another protected characteristic is not automatically discriminatory, but simply presenting prejudice, hostility or degrading stereotypes as entertainment is not acceptable at a RockCentral show.

Material that encourages or glorifies violence, harassment or hatred is not acceptable.

Sensitive subjects such as sexual violence, suicide or hate crime should be approached with appropriate awareness and craft.

#### 4. Off-Stage Conduct

- Respect venue property and follow house rules, for example smoking, green room access and alcohol policy.
- Avoid disruptive behaviour during other acts' sets, for example heckling or excessive noise backstage.
- Any issues with another performer or audience member should be raised with the MC or promoter, not handled directly during the show.

#### 5. Drugs & Alcohol

- Moderate alcohol consumption is acceptable but turning up drunk, high, or unable to perform professionally will result in removal from the lineup.
- Illegal drug use at or around the venue is strictly prohibited.

#### 6. Social Media & Promotion

- When promoting RockCentral shows, avoid posting offensive or discriminatory material.
- Do not publicly disparage other performers, venues, or audiences connected to RockCentral.
- Celebrate the gig, support each other, and build the comedy community positively.

#### 7. Reporting & Consequences

- Concerns or complaints can be raised with the MC or promoter in confidence.
- Breaches of this Code may result in immediate removal from a lineup, non-payment, or exclusion from future gigs.
- Serious breaches, for example harassment or assault, may lead to further action, including reporting to external bodies or authorities.

#### 8. Commitment to Comedy & Community

- RockCentral exists to create brilliant nights of comedy and to support emerging and established talent.
- By following this Code, you help us keep gigs fun, professional, and safe for all.

#### Agreement

By accepting a booking with RockCentral, you acknowledge that you have read, understood, and agreed to this Comedian Code of Conduct.

# RockCentral Anti-Sexual Harassment & Behaviour Policy

*Formal HR Policy – detailed version for venues, funders, and public accountability*

## 1. Purpose & Principles

RockCentral is committed to providing a safe, inclusive, and professional environment. Sexual harassment and abusive behaviour damage individuals, careers, and the wider comedy community. This policy exists to:

- Prevent harassment and unsafe behaviour.
- Provide clear reporting and investigation procedures.
- Protect performers, audiences, venues, and staff.
- Align RockCentral with Get Off! Live Comedy standards.

## 2. Definitions

- Sexual harassment: Unwanted conduct of a sexual nature that makes someone feel intimidated, degraded, humiliated, or offended.
- Harassment: Behaviour that violates someone's dignity or creates an intimidating, hostile, degrading, or offensive environment.
- Protected characteristics: RockCentral recognises and protects against harassment linked to sex, gender identity, race, disability, sexual orientation, religion/belief, and other legally protected grounds.

## 3. Scope

This policy applies to all comedians, MCs, promoters, venue staff, volunteers, and audience members at RockCentral events. It covers:

- Live performances and rehearsals.
- Backstage, green rooms, and social spaces.
- Online spaces and social media connected to RockCentral.

## 4. Standards of Behaviour

- Respect for boundaries at all times.
- No sexual advances, harassment, or intimidation.
- No targeting of individuals with hate speech or discriminatory content.
- Jokes and material must never be used as an excuse for harassment.
- Off-stage behaviour is as important as on-stage conduct.

## 5. Reporting

- Concerns can be raised to the MC, promoter, or any RockCentral organiser.
- Reports can also be made confidentially via Get Off! Live Comedy's independent HR support.
- Anonymous reporting is supported where possible.

## 6. Response & Investigation

- All reports will be taken seriously, investigated promptly, and handled with confidentiality.

- Victims will be supported, believed, and given agency in decision-making.
- Where appropriate, external authorities, including police, legal or safeguarding bodies, will be contacted.

## 7. Consequences

- Immediate removal from line-ups.
- Non-payment and cancellation of future bookings.
- Temporary or permanent bans from RockCentral events.
- Escalation to Get Off! or relevant authorities in severe cases.

## 8. Training & Awareness

- RockCentral will provide regular training for staff, MCs, and organisers on sexual harassment prevention and bystander intervention.
- Performers will be signposted to resources provided by Get Off! Live Comedy and the Live Comedy Association.

## 9. Commitment to Safer Comedy

By performing with RockCentral, all comedians agree to this policy. Our priority is ensuring that comedy remains a space for laughter, creativity, and community, never for harassment or harm.

RockCentral is a proud member of Get Off! Live Comedy, and we display their kitemark as proof of our commitment.