



# SAFE GIGS CHARTER

to make nightlife safer,  
for everyone

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# Safe Gigs Manifesto

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- 1. ZERO TOLERANCE**
- 2. PLAN FOR SAFE GIGS**
- 3. TRAIN STAFF**
- 4. BELIEVE + SUPPORT**
- 5. ACT**



# About Safe Gigs

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## WHAT IS SAFE GIGS?

Safe Gigs Ireland is an initiative to make gigs and nightlife safer, for everyone. We want to eliminate discrimination and sexual violence in nightlife by creating a zero-tolerance environment for all forms of violence and unacceptable behaviour.

Safe Gigs Ireland will work with venues, artists, staff, crew, festivals, promoters, security and gig goers to eliminate discrimination and sexual violence.

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## WHY IS IT NEEDED?

We think that everyone deserves to have a fun night out, safe from harm. Unfortunately, this isn't the case for everyone.

Take sexual violence, for example – ask any woman you know and she will tell you about a time she was sexually harassed at a bar. Research tells us that:

48% of musicians have experienced sexual harassment at work  
(*Musicians Union, UK, 2019*)

79% of women aged between 18 and 24 had experienced or witnessed sexual harassment on a night out. (*EU YouGov survey, 2018*)

A European study of nightlife workers in 2018 found that 56% of nightlife workers had experienced sexual violence on a night out or while working in the nightlife environment.

Almost 9 in 10 women feel unsafe in public spaces. (*UN Women, 2020*)

Discrimination and sexual violence happen in nightlife and festival settings all the time. We want to put an end to this.

# How does it work?

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## SAFE GIGS FOR EVERYONE

We ask that all venues, event and festival organisers, promoters, crew, artists, staff, security and attendees who sign up to Safe Gigs share the same goal. If you sign up to Safe Gigs you agree to...

- promote Safe Gigs for everyone
- tackle sexual violence and discrimination in your environment through zero tolerance
- support those around you to ensure everyone has a good night out, free from harm.

## THE RESPONSE

The response will be different depending on your position in the industry and your environment. This charter breaks the response down by the key points in our manifesto.

1. ZERO TOLERANCE
2. PLAN FOR SAFE GIGS
3. TRAIN STAFF
4. BELIEVE + SUPPORT VICTIMS
5. ACT



## FIND YOUR RESPONSE

We have divided the response into three categories – find out what group you fit into and go to the page to learn more.

For venues, festivals and events – page 5

For artists and crew – page 15

For attendees – page 18

# Safe Gigs for venues, festivals + events

## 1. ZERO TOLERANCE

All venues, events and festivals should have a zero tolerance policy for perpetrators. This means kicking people out for both small microaggressions (or 'acting the maggot') and larger acts of physical and sexual violence.

You need to develop an organisational statement of zero tolerance. This should be made clear and available to staff, security and attendees.

Zero tolerance needs to extend to all forms of discrimination. This means taking active steps to ensure that your venue, event or staff does not discriminate against attendees and staff.

Common forms of discrimination include, but are not limited:

- Racism
- Sexism
- Homophobia
- Transphobia
- Ableism

Safe Gigs Ireland is a fully inclusive initiative, working for the inclusion of all. To sign up to Safe Gigs, you need to share this goal.

## 2. PLAN FOR SAFE GIGS

Every venue and event will require a different response. Speak to your staff and security about what might happen and implement interventions and policies to match.

The first step is to carry out a **SAFE GIGS SCAN** of your venue or event.

### **SAFE GIGS SCAN**

#### **ASK YOURSELF...**

- What kinds of unacceptable behaviour occur here?
- What types of sexual violence happen here? What types of discrimination happen here?
- What are the contributing factors to this behaviour?
- Where in my venue does this happen? Where might it happen?
- Who in my venue might be the perpetrator?
- Who is responsible for noticing unacceptable behaviour? Who is responsible for responding to it?
- Where does someone go to report unacceptable behaviour?
- Someone in my venue is accused of acting in an unacceptable way - what are the next steps?
- Someone in my venue has been subjected to sexual violence - what happens to next?

# Scan Breakdown

## What kinds of unacceptable behaviour occur here?

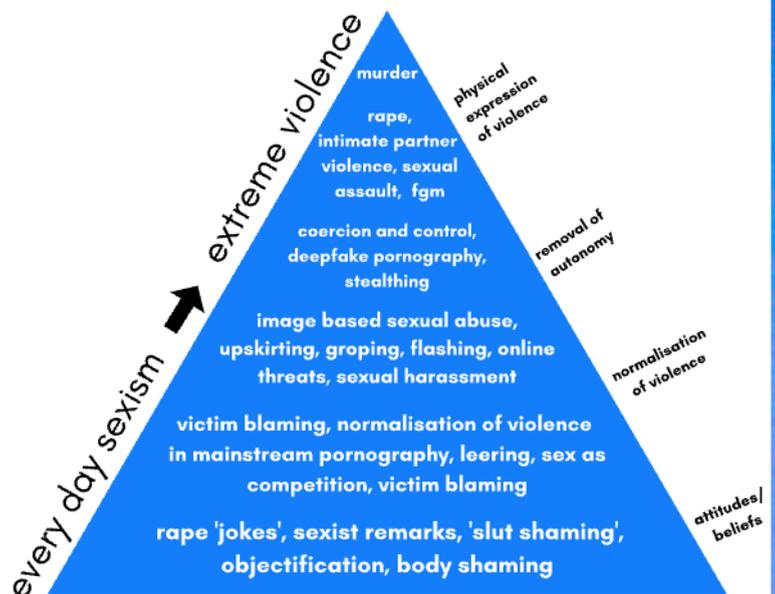
Unacceptable behaviour can be anything from verbal discrimination to physical assault to sexual violence.

For this zero tolerance approach to work, you need to recognise all forms of unacceptable behaviour and pledge to stop that from happening in your venue.

Be sure to consider all forms of discrimination and violence when considering the kinds of behaviours that can occur.

## What types of sexual violence happen here? What types of discrimination happen here?

Sexual violence is an umbrella term that includes rape, sexual assault, child sexual abuse and sexual harassment. The sexual violence continuum is a useful guide for understanding how all forms of discrimination and violence contribute to rape culture.



## Sexual Violence Continuum

Unless we can tackle issues like 'rape jokes', objectification and victim blaming, we will never be able to topple the pyramid and end rape and femicide.

This is why we so passionately believe in targeting all forms of discrimination and unacceptable behaviour in our venues - it all contributes to rape culture.

Unfortunately, it is possible for nearly every form of sexual violence to take place in your venue.

### **What are the contributing factors to this behaviour?**

No one is to blame for sexual violence but the perpetrator. However, it is important to understand how factors like alcohol and drugs in a venue might escalate a situation. In any case, it is important to maintain a zero tolerance approach to sexual violence.

### **Where in my venue does this happen? Where might it happen?**

Unfortunately, unacceptable behaviour and sexual violence can occur in all areas of your venue. Think about places where people are particularly vulnerable - such as a green room for artists, or quiet spaces between the bar and the bathroom.

Ensure that CCTV is working and installed in the spots you think are vulnerable. In bathrooms, make sure you highlight reporting procedures for attendees.

Ensure that all areas are well staffed.

### **Who in my venue might be a perpetrator?**

There is no 'typical' perpetrator of sexual violence. You need to be prepared for all possibilities - it could be an attendee, a staff member, a crew member or an artist.

Treat everyone the same way - the same approach is needed for any perpetrator of sexual violence.

### **Who is responsible for noticing unacceptable behaviour? Who is responsible for responding to it?**

Everyone is responsible for noticing unacceptable behaviour and sexual violence. In your venue, your staff and security are responsible for responding to it.

It's important that everyone knows it is their responsibility. This is particularly important if you hire external security - you need to brief them of your policies and procedures.

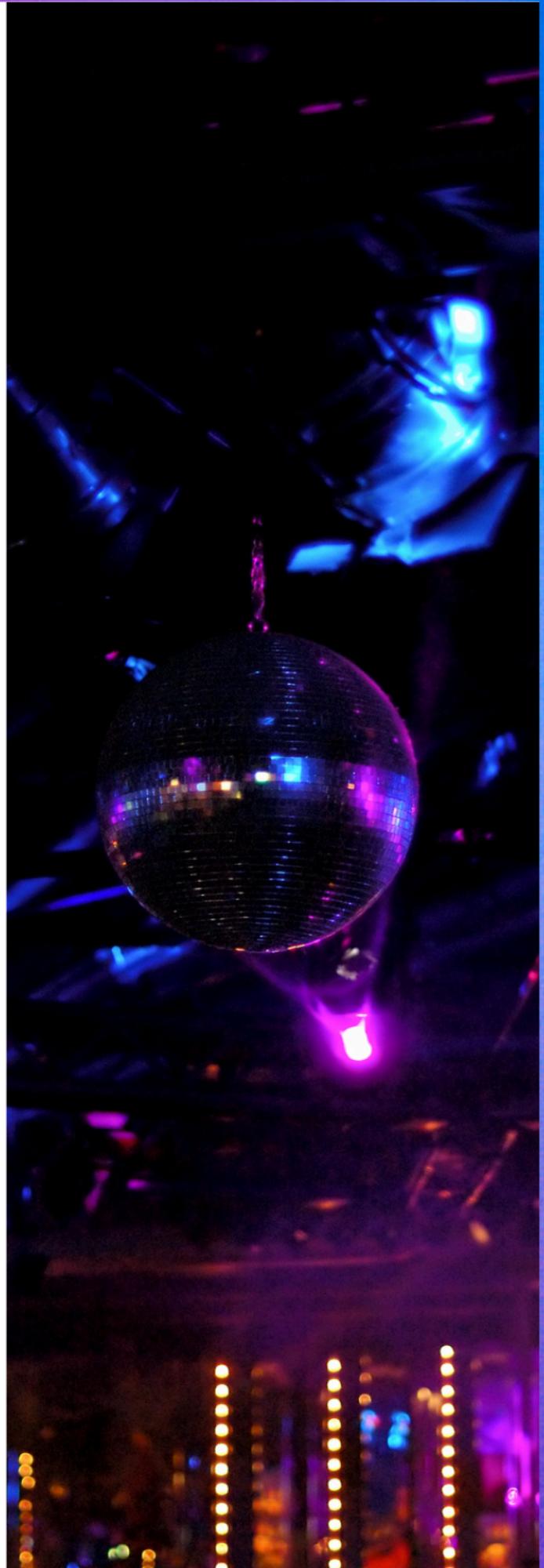
## Where does someone go to report unacceptable behaviour?

You need to make it clear to everyone where they go to report behaviour. However, every member of your team may be a first point of contact - they all should be able to assist in receiving reports.

You can be innovative in how you respond to reports. You may offer a text service, or app for your venue - reports could be made here.

You should advertise the routes for reporting to everyone in the venue. You need to make reporting procedures for when people are in your venue, but also for when people leave - advertise these online or via social media.

Those who report may be dissatisfied with the response - make sure you give everyone an opportunity to provide feedback and complaints if necessary.



## SAFE GIGS CHECKLIST

The Safe Gigs scan is intended to help you highlight weaknesses in your venue, as well as challenge your understanding of sexual violence and discrimination. After you complete the scan, take time to run through our checklist.

1. Communicate to your staff and customers that your organisation takes sexual violence and discrimination seriously. Safe Gigs Ireland can provide you with posters, campaign materials and venue accreditation.
2. Ensure that you have a written policy in place for how you will respond to reports of sexual violence or discrimination. Make sure this policy is understood by all staff and external security. Make this policy available to everyone who visits your venue.
3. Make sure that your reporting policy is simple and accessible for all. It could include a text service, email or in person reporting.
4. Communicate your zero tolerance policy to sexual violence and discrimination in your venue, through internal and external channels.
5. Ensure everyone in your venue that their reports will be dealt with appropriately. Staff need to be included and assured that they can report, too.
6. Ensure your staff believe and support anyone who comes forward to report discrimination or sexual violence.
7. Offer everyone the opportunity to provide feedback on the process.
8. Provide all staff with information on support services for victims in their areas. Make this available within your venue.
9. Ensure your approach to reports is victim led - not all victims will want to report to the Gardaí. Support victims in their decisions and point them in the direction of further help.
10. Ensure all reported incidents of sexual harassment or assault are recorded in compliance with data and confidentiality guidelines.
12. Check that all CCTV and lighting is functioning correctly.
13. Assess your provision of accessible and gender-neutral bathrooms.
14. Complete an access audit of your buildings and spaces.
15. Complete a safety audit of your buildings and spaces.

## 3. TRAIN STAFF

Educate staff and security about sexual violence and discrimination, intervention techniques, reporting procedures and the sexual violence services available.

One technique that can help staff is called the bystander technique. Here is a quick guide to being an active bystander.

### ABOUT THE ACTIVE BYSTANDER TECHNIQUE

When working, you may notice that someone is being subjected to discrimination or violence. You may feel the vibe is off. When this happens, you have two options: do something (and become an active bystander) or don't (be a passive bystander).

When you intervene, it signals to the perpetrator that their behaviour is unacceptable. If such messages are constantly reinforced within our community, we can shift the boundaries of what is considered acceptable and problem behaviour can be stopped.

Being an active bystander means being aware of when someone's behaviour is inappropriate or threatening and choosing to challenge it.

If you do not feel comfortable doing this directly, then get someone to help you such as a friend or someone in authority.

Research shows that bystander intervention can be an effective way of stopping sexual assault before it happens, as bystanders play a key role in preventing, discouraging, and/or intervening when an act of violence has the potential to occur.

Before intervening, it is recommended that you assess the situation with the ABC approach. Following this, you may be able to intervene safely using the four D's.

Read on to find out more...

## **A,B,C APPROACH**

Before stepping in, try the ABC approach.

**Assess for safety:** If you see someone in trouble, ask yourself if you can help safely in any way. Remember, your personal safety is a priority – never put yourself at risk.

**Be in a group:** It's safer to call out behaviour or intervene in a group. If this is not an option, report it to others who can act.

**Care for the victim.** Talk to the person who you think may need help. Ask them if they are OK.

## **SAFE INTERVENTION USING THE FOUR D'S**

### **Direct action**

Call out negative behaviour, tell the person to stop or ask the victim if they are OK. Do this as a group if you can. Don't aggravate the situation – remain calm and state why something has offended you. Stick to exactly what has happened.

### **Distract**

Interrupt, start a conversation with the perpetrator to allow their potential target to move away or have friends intervene. Or come up with an idea to get the victim out of the situation – tell them they need to take a call, or you need to speak to them.

### **Delegate**

If you are too embarrassed or shy to speak out, or you don't feel safe to do so, get someone else to step in.

### **Delay**

If the situation is too dangerous to challenge then and there, just walk away. Wait for the situation to pass then ask the victim later if they are OK. Or report it when it's safe to do so – it's never too late to act.

**IN AN EMERGENCY, CALL 999 OR 112.**

## 4. BELIEVE + SUPPORT VICTIMS

Believe gig-goers, artists, staff, crew and promoters when they say they have experienced/witnessed discrimination and sexual violence. This is key and needs to be shared by everyone in your venue or at your event.

As an organiser, venue owner or manager, you need to be particularly mindful of this - your staff may also be victims and may need to come forward. Foster an environment where victims are believed.

Supporting the victim is the number one priority and the response should be victim led. If someone is the victim of sexual violence in your venue, you should first seek to find out if they are safe from harm. Be prepared for all possibilities - victims may want to report to Gardaí, or they may want to attend the Sexual Assault Treatment Unit. They might not want to do anything - that is their choice.

You don't have to have all the answers - that is okay. Supporting victims means letting them know what their options are and signposting them towards further support. Keep a list of all support options in your area on hand and educate your staff on the options too. See page 20 for detailed list of supports to have on hand.

## 5. ACT

To make your venue, event or festival safer for everyone you need to act and implement policies and procedures that work to eliminate sexual violence and discrimination. It is better that you act now, than have to react later.

You need to act to inform your staff, your artists, your crew and your attendees that you support Safe Gigs. We can help you - once we are satisfied that you are compliant with Safe Gigs, we can help you with branding and posters to have on site.



# Safe Gigs for artists and crew

## 1. ZERO TOLERANCE

Safe Gigs wants all venues, festivals and promoters to have a zero tolerance for perpetrators in venues and at events. This means kicking people out for both small microaggressions (or 'acting the maggot') and larger acts of physical and sexual violence.

As an artist and crew member, you can also develop a zero tolerance policy with the people you work with. This means communicating to those you work with that you will not tolerate any form of sexual violence or discrimination. Safe Gigs Ireland is a fully inclusive initiative, working for the inclusion of all. To sign up to Safe Gigs, you need to share this goal.

## 2. PLAN FOR SAFE GIGS

We need venues and events to plan for Safe Gigs in order to get the best response. However, there are some steps you can take to plan for safer gigs.

We have asked venues to carry out a SAFE GIGS SCAN of their venues and events. You can do this on a smaller scale to help you better understand the types of discrimination and sexual violence that can occur. See page 6 to learn more about the scan.

## 3. TRAIN

This relates primarily to venues and event organisers, to ensure staff and security are trained. We want to ensure that all staff and security understand sexual violence and discrimination, intervention techniques, reporting procedures and the sexual violence services available.

The reality, however, is that all of us have a role to play in making our events and nightlife safer. We recommend that you and your crew learn about the bystander technique. See page 11 for more.

## 4. BELIEVE + SUPPORT VICTIMS

Believe gig-goers, artists, staff, crew and promoters when they say they have experienced/witnessed discrimination and sexual violence. This is key and needs to be shared by everyone on your crew.

You may encounter victims on your crew or at your events. Supporting the victim is the number one priority and the response should be victim led. Keep a list of all support options in your area on hand. See page 20 for detailed list of supports.

## 5. ACT

As an artist, the most important thing you can do is act. You can partner with us and demand or encourage the venues and events you work with to sign up to Safe Gigs. We can help you in doing this by providing sample letters and scripts.

You can act by promoting the Safe Gigs message. Talk about the importance of a zero tolerance approach, post about it on social media, tell your friends and people in the industry. Safe Gigs have merchandise like stickers and t-shirts – we would love if you proudly displayed our logo to help us spread this message even further.



# Safe Gigs for attendees

As an attendee, you have power to act. For Safe Gigs to work, we need venues and event/festival organisers to implement the policies and procedures set up earlier in the guide. You can demand a zero tolerance approach to sexual violence and discrimination in the venues and events you attend by encouraging them to sign up to Safe Gigs.

## How can I demand my local venue/festival/event signs up to Safe Gigs?

Write to them by email or social media! You can use this as a template:

Hi there!

My name is \_\_\_\_\_ and I regularly attend venue name/event name/festival. I believe that everyone deserves to have a good safe night out in/at your venue/event/festival and I'm sure you agree. This is why I am urging you to sign up to Safe Gigs Ireland.

Safe Gigs Ireland is an initiative to make gigs and nightlife safer, for everyone. It works by eliminating discrimination and sexual violence in nightlife by creating a zero-tolerance environment for all forms of violence and unacceptable behaviour.

Sexual violence and discrimination are a reality for every venue/event/festival in Ireland. For example...

- 79% of women aged between 18 and 24 had experienced or witnessed sexual harassment on a night out. (EU YouGov survey, 2018)
- A European study of nightlife workers in 2018 found that 56% of nightlife workers had experienced sexual violence on a night out or while working in the nightlife environment.
- Almost 9 in 10 women feel unsafe in public spaces. (UN Women, 2020)

# Safe Gigs for attendees

Taking proactive steps towards making your venue/event/festival safer is better for everyone in the long run and signing up to Safe Gigs shows that you care about your staff, your artists and crew and those who attend your space. For more details about Safe Gigs, please visit [www.safegigs.ie](http://www.safegigs.ie)

Kind regards,

Your Name

## How else can I act?

As an attendee, you should understand the bystander intervention as you may witness sexual violence or discrimination on a night out. Go to page 11 to learn more.

It would also be useful for you to have information on local support services in your area so that you can sign post potential victims to further support. Go to page 20 for this information.



# Support Services

## Sexual Assault Treatment Units

There are six Sexual Assault Treatment Units (SATUs) in Ireland. They provide specialist care for women and men aged fourteen years and over who have recently been sexually assaulted or raped.

Services include the provision of treatment such as emergency contraception and medication to reduce the possibility of developing sexually transmitted infection. The SATU services respond to requests from the Gardaí for the collection of forensic evidence to aid the legal process. However, if you are 18 and over you do not have to report to the Gardaí - SATU will still help and support you. There is no charge for any of the SATU services or follow up appointments. SATU services can be contacted at any time via An Garda Síochána, or by contacting the individual SATU

### Cork SATU

South Infirmary Hospital  
Phone: 021 492 6297 weekdays,  
8am to 4.30pm.  
Phone: 021 492 6100 weekends/  
after 4.30pm, ask for SATU.

### Donegal SATU

Justice Walsh Road, Letterkenny.  
Phone: 087 06 81 964 at any time.

### Dublin SATU

Rotunda Hospital Campus  
Phone: 01 817 1736 weekdays, 8am  
to 5pm.  
Phone: 01 817 1700 after 5pm and  
weekends, ask for SATU.

### Galway SATU

Phone: 091 76 57 51 or 087 63 38 118  
weekdays 8am to 4pm.  
Phone: 091 75 76 31 or 091 524222 after  
4pm and weekends, ask for SATU.

### Mullingar SATU

Midland Regional Hospital.  
Phone: 044 939 4239 or 086 04 09 952  
weekdays 8am to 5pm.  
Phone: 044 934 0221 after 5pm and  
weekends, ask for SATU.

### Waterford SATU

University Hospital Waterford.  
Phone: 051 842 157 weekdays 8am to 5pm.  
Phone: 051 848 000 after 5pm and  
weekends, ask for SATU.

## Rape Crisis Centres

**Athlone (Midlands) RCC**  
Freephone: 1800 306 600

**Carlow and South Leinster RCC**  
Freephone: 1800 727 737

**Donegal RCC**  
Freephone: 1800 44 88 44

**Dublin RCC**  
\*National 24hr Helpline: 1800 77 8888

**Galway RCC**  
Freephone: 1800 355 355

**Kerry RCC**  
Freephone: 1800 633 333

**Kilkenny RCC (KASA)**  
Freephone: 1800 478 478

**Rape Crisis Midwest**  
Freephone: 1800 311 511

**Mayo RCC**  
Freephone: 1800 234 900

**Rape Crisis Northeast**  
Freephone: 1800 212 122

**Sexual Violence Centre Cork**  
Freephone: 1800 496 496

**Sligo RCC**  
Freephone: 1800 750 780

**Tipperary RCC**  
Freephone: 1800 340 340

**Tullamore RCC**  
Freephone: 1800 323 232

**Waterford RCC**  
Freephone: 1800 296 296

**Wexford RCC**  
Freephone: 1800 33 00 33

### Specialist Support Services

**Women's Aid**  
Freephone: 1800 341 900

**National LGBT Helpline**  
Freephone 1800 929 539

**Childline (U18)**  
Freephone: 1800 66 66 66

**Samaritans**  
Freephone: 116 123

**50808 Textline (Mental Health)**  
Text: 50808

**Aware (Mental Health)**  
Freephone: 1890 303302

**Bodywhys (The Eating Disorders Association of Ireland)**  
Freephone: 1890 200 444

We are constantly updating our resources.  
For a more detailed list of support services,  
visit [www.safegigs.ie/resources](http://www.safegigs.ie/resources)



[WWW.SAFEGIGS.IE](http://WWW.SAFEGIGS.IE)

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