

Safe Spaces Policy

The Lyric Theatre, Granity, Inc. was established in 2023 to benefit the community by fostering a safe, inclusive space for the community to participate in the performing arts - a place where we celebrate equality, diversity and authenticity.

Research shows that minority populations within the wider community experience higher rates of bullying, verbal, physical and sexual assault, discrimination, and marginalisation in the home, at their school or workplace, and while participating in sporting activities. This subsequently impacts negatively on their mental health, confidence and general wellbeing.

The Lyric Theatre, Granity, Inc. therefore sees the need to provide an inclusive environment and a safe space within the community as critical.

“A safe space is a place or environment in which a person or category of people can feel confident that they will not be exposed to discrimination, criticism, harassment, or any other emotional or physical harm.”

The Lyric Theatre, Granity, Inc. believes in the following principles:

- Everyone has the right to feel safe and to have their physical space and emotional boundaries respected.
 - Everyone has the right to experience a good time, free of judgement or harassment from others.
 - Everyone has the right to express and live as their true authentic self.
 - We should always ask for consent before we touch anyone or discuss sensitive or distressing topics. We should never simply assume our physical and emotional boundaries are the same as other people's.
 - We should always respect the different opinions and perspectives of others.
 - We should always respect the personal decisions of others.
 - We should be aware of our own privileges and acknowledge these same privileges are not universally afforded to others in our community. We must always think about how our words, opinions and feelings are influenced and who they might exclude or harm.
 - We should always use inclusive language and be aware that language and disrespecting a person's identity (i.e. deliberate misgendering) can be just as harmful as physical abuse.
 - Everyone has a responsibility to watch out for others, including reporting any instances of unwanted harassment or inappropriate behaviour as soon as they occur.
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The Lyric Theatre, Granity, Inc. has zero tolerance for all forms of oppression, including racism, sexism, transphobia, homophobia, biphobia, ableism, ageism, and all other forms of discrimination.

Therefore, The Lyric Theatre, Granity, Inc. strictly prohibits the following behaviour:

Abusive, discriminatory speech

Disparaging, demeaning, humiliating or offensive remarks made about or directed at any individual or group based on actual or perceived ethnicity, cultural background, gender identity or expression, sexual orientation or identity, age, disability, family or social background, physical appearance, religion, etc.

Threatening and intimidating conduct

Intimidation, threats, or stalking, unwanted or violent physical contact, and any other verbal or physical conduct intended to threaten, intimidate or coerce.

Sexual harassment

Unwelcome sexual attention, objectification or advances, suggestive comments or gestures, requests for sexual favours, and any other inappropriate verbal or physical conduct of a sexual nature.

Inappropriate content and imagery

The display and/or distribution of inappropriate content and imagery that is graphic, disparaging, demeaning or offensive in nature.

Deliberately disrupting activities and events

Disrespectful behaviour which deliberately disrupts activities and events.

The Lyric Theatre, Granity, Inc. reserves the right to ask any individual who is violating the Safe Spaces Policy to change or address their inappropriate or unsafe behaviour or language immediately. If anyone violating the Safe Spaces policy is unable to refrain from their inappropriate or unsafe behaviour or language and comply immediately, they will be asked to leave the event (without refund of their ticket if applicable). The Lyric Theatre, Granity, Inc. views neither ignorance nor intoxication as an excuse for unacceptable behaviour.

In addition, The Lyric Theatre, Granity, Inc. reserves the right to reject the membership application/renewal and/or ticket purchase to The Lyric Theatre activities and events of any person whose criminal record constitutes a significant risk, or whose actions severely and/or repeatedly contravenes or undermines the Safe Spaces Policy.

If you feel you are being harassed, notice that someone else is being harassed, or have any other questions or concerns, please contact a member of The Lyric Theatre, Granity, Inc. Committee at the event in question immediately. Alternatively you can email us directly at admin@thelyric.nz. All communication related to this policy will be dealt with in confidence.

The Lyric Theatre, Granity, Inc. believes we all have a role to play in the fight against all forms of bullying, discrimination, oppression, violence and injustice. By showing leadership and committing to the above expectations and standards, The Lyric Theatre, Granity, Inc. and the wider community will be proactively fostering and encouraging full equality and inclusion to create a vibrant, connected, united, empowered and most of all, safer community.