



## DONORS CODE OF CONDUCT

### Introduction

The generous support from our donors is crucial to Adelaide Festival's enduring success and prestigious global reputation.

In recognition of your invaluable support, Adelaide Festival is dedicated to providing you with exclusive experiences that go beyond what is offered to the general public. In return, we ask that you uphold the festival's Code of Conduct.

Adelaide Festival has a duty of care to ensure that its artists, staff, audiences, donors and stakeholders enable, deliver and enjoy the festival in a way that is respectful, inclusive and enriching way for all. This Code of Conduct has been developed to assist us to fulfill that duty of care.

We do not tolerate any behaviour that causes discomfort, distress, or humiliation, including harassment or discrimination. Any harmful actions, including physical or verbal abuse directed at staff, volunteers, or audiences, may result in immediate revocation of access or removal from the event.

Adherence to this Code of Conduct will help ensure Adelaide Festival remains a source of inspiration, connection and cultural vitality, maintaining its status over 65 years as Australia's International Festival.

### 1. Respect for Artists, Staff and Guests

#### Civility and Courtesy

Our artists and staff work tirelessly to deliver performances and events to you and our audiences. We ask you to speak to, and about, our staff, artists and other guests with kindness and respect. If differing opinions arise, please approach discussions with courtesy and an open mind.

#### Cultural Sensitivity

Adelaide Festival unites people from diverse backgrounds with a wide variety of performances, perspectives and views. We ask that you approach each experience with an open mind, showing understanding and respect for the cultures, identities, ideologies, and histories that may differ from your own, and approach each work with respect and appreciation for artistic and cultural diversity.

#### Acceptance and Respect

Comments or behaviours that are perceived to be racist, sexist or otherwise discriminatory have no place at Adelaide Festival. Please work with us to create an environment where everyone feels welcome and valued.

### 2. Aboriginal Acknowledgement of Country

#### Commitment to Acknowledgments and Welcomes

In consultation with Aboriginal people and representative bodies, the South Australian government, through the Attorney-General's Department, has developed formal Statements of Acknowledgment

Adelaide Festival is a statutory corporation of the Government of South Australia, and an organisation that recognises the cultural and spiritual connection that Aboriginal people have with the land on which our festival is held. As such, we are committed to including incorporating an Acknowledgement of Country or a Welcome to Country at the commencement of each of our events and performances.

#### Behaviour during the Acknowledgement

Please show respect during this gesture of reconciliation toward the Traditional Owners of this land. If you prefer not to actively participate, we ask that you remain silent and respectful while the Acknowledgment or Welcome to Country takes place.

### 3. Zero Tolerance for Harassment

Adelaide Festival does not condone bullying, threats or discriminatory language. Racial slurs, hostile comments and/or intimidation have no place at Adelaide Festival. Such behaviour is completely incompatible with our core values and creates discomfort for staff and those who bring their artistry, skill and passion to our stages and for the audiences who gather to appreciate them.

#### **4. Engaging with Feedback and Concerns**

Adelaide Festival is committed to strive for continuous improvement. Your clear, respectful feedback helps us to deliver better experiences for all who attend.

If you have any feedback or concerns about a performance, programming decision, festival initiative, or the behaviour of any of our artists or staff, we encourage you to contact us through the appropriate channels so we can address your thoughts meaningfully.

#### **5. Compliance with Legal Standards and Festival Guidelines**

##### **Legal and Ethical Standards**

We expect all our staff, artists, stakeholders, donors, visitors and audiences to abide by Australian laws and Adelaide Festival policies.

##### **Maintaining Reputational Integrity**

Your involvement contributes to the overall reputation of Adelaide Festival. By conducting yourself ethically and respectfully you help preserve our reputation as one of Australia's most welcoming cultural events.

#### **6. Conclusion**

Your generosity helps create a space where artists can perform without fear, staff can work without harassment and your fellow guests can fully enjoy their festival experience. By treating everyone with respect, you help us create a welcoming and inclusive environment that is at the heart of what makes Adelaide Festival one of the most respected and celebrated festivals in the world.