



1. The Picturedrome will not accept any form of discrimination on any grounds including, but not limited to, gender, sexuality, race, religion or belief, social class, health, age or disability
2. This Picturedrome will exclude people who discriminate against anyone in the venue on any grounds
3. The Picturedrome has a zero-tolerance approach to sexual harassment and will take all complaints of this nature extremely seriously. The purpose of this policy is to support a working environment and venue culture in which sexual harassment is unacceptable.
All people working in the venue are covered in this policy including contractors such as door supervisors and dance staff.
Should you experience or witness any behaviour that you feel amounts to sexual harassment towards yourself, another member of staff we strongly encourage you to report it to a member of the management team as soon as you can.
4. Customers engaging in conversations that involve derogatory comments or words and phrases that we feel are discriminatory, or that make our other clientele or staff uncomfortable, will be warned once, if it continues you will be asked to leave
5. The Picturedrome considers it our responsibility to intervene when sexual harassment happens in our premises. If you witness or are alerted to sexual harassment taking place between patrons or between patrons and staff, you should alert the shift supervisor.

Interventions to challenge sexual harassment in our venue include:

- Watching/keeping an eye on the situation
 - Speaking with target/victim of sexual harassment
 - Speaking with perpetrator of sexual harassment
 - Asking the perpetrator to leave the establishment
 - Alerting door staff
 - Calling the Police
6. We will not stock products with sexist, racist, homophobic, transphobic, ableist or any other discriminatory branding

7. We will always seek to protect our customers in the event of any form of discrimination or concern for safety; if you feel unsafe at any point please [‘Ask for Angela’](#) to the staff who will immediately move you to a safe area and ensure your well-being
8. Allegations raised regarding sexual harassment will be taken seriously and treated confidentially. The Picturedrome gives an assurance that there will be no victimisation against any worker making a complaint under this policy or against staff who assist a colleague in making a complaint.
9. Any and all discriminatory comments made to the staff in this venue will result in immediate removal from the site and a possible life ban
10. We seek to make our venue as accessible as possible, if you identify anything that we could improve, please know that your input is welcome and we will do our best to act on it