

NZ ON AIR SAFE SPACES AGREEMENT

Purpose

This Safe Spaces Agreement establishes some common ground rules for a positive and safe environment for recording sessions, video shoots or any other collaborative space for your project.

This Safe Spaces Agreement is an acknowledgement that there are systemic and harmful power imbalances within the music industry, and a commitment to help create change. It helps artists, videographers, photographers, producers, labels, managers, publicists, project managers and all relevant collaborators to have security and confidence when entering a project. Respect and safety are a priority for all NZ On Air funded projects.

Disclaimer

This document is not legally binding and is intended as a guide only to create a safe environment for creative activity. It does not anticipate every situation that might occur, but the goal is to establish the grounds for safety, respect, comfort, and accountability for all participants in all meetings and collaborative environments within the music industry.

In signing this document, you and your project manager will use best endeavours to ensure safety is at the forefront of the project.

With regards to all our future sessions, meetings, interactions, and communications:

- I commit to being aware of issues relating to gender, sexuality, ethnicity, minority status, age and ability in the music industry and working to actively create a professional, comfortable, and safe environment free from discrimination, harassment or abuse.
- I will not place unnecessary attention on, or discriminate based on, a person's gender, race, ability, age, sexuality, career status or on any other personal or cultural attribute.
- I will respect physical boundaries and space at all times.
- I will ensure I have a parent or guardian as chaperone for any and all commercial dealings with minors.
- I will conduct any communication or engagement, both prior and post our meetings, in a professional, respectful, and confidential manner.
- I will follow and/or establish guidelines where needed, with respect to ethnicity or cultural protocols.
- I will support the agency and autonomy of all to self-determine their own futures, including trans and gender diverse people, and will challenge homophobia and transphobia when I see it.
- If unsure, I will offer my own pronouns (she/he/they/etc.) when introducing myself, before asking how others identify themselves.
- I acknowledge I have a duty of care in reporting or raising any incidents should they arise, upholding confidentiality and taking into consideration the safety and mental wellbeing of all parties in discussing such incidents.
- I will ensure that my own and, to my best ability, my collaborators' private activities do not impact my ability to do work professionally, negatively impact the wellbeing of others involved in the project and their relevant workplaces or bring NZ On Air into disrepute.

If you feel any concern regarding any of the points above, please do not hesitate to reach out to [Sylvia Letoa](#) and [Teresa Patterson](#) at NZ On Air to discuss confidentially.

Where to go for help or information in regard to sexual harm: – the [Soundcheck Aotearoa](#) SHAPRA initiative offers a free and confidential service for people affected by sexual harm in the music community of Aotearoa. Please visit <https://www.soundcheckaotearoa.co.nz/shapra> for more information on how to access this service.

Project Manager: _____

Artist name: _____

Signature: _____

Signature: _____

Date: _____

Date: _____