

# COMMITTING TO A SAFE MUSIC COMMUNITY

**As emphatically as Folk Alliance International welcomes all people to our events and organization, we also reject all forms of discrimination and harassment.** We invite everyone who works and participates in our music community to commit to adopting the following pledge. Also included are suggested actions and resources to create a more safe music community.

## **Take the “Committing to a Safe Music Community” Pledge**

*As a member of the music community, I pledge to create and uphold a safe environment for all, one that respects all national, geographic, cultural, ethnic, social, economic, gender, sexuality, orientation, mobility, and other forms of diversity. I reject harassment and discrimination of any kind. When I witness behavior that undermines or threatens the safety and security of any participant, I pledge to address this behavior as unacceptable. I will seek training to learn how to address these issues appropriately.*

## **Recognize Sexual Harassment & Assault**

Defining terms can help advocates identify inappropriate behavior. Commonly used terms defined:

**Sexual Harassment** – Any unwanted behavior of a sexual nature

**Sexual Assault** – Any sexual activity without consent

**Consent** – A freely given and enthusiastic yes

For full legal definitions and to read Folk Alliance International’s values statement and policies regarding sexual harassment, please visit [www.folk.org/mission](http://www.folk.org/mission).

## **Take Action**

If you experience or witness discrimination and/or harassment at a music industry event, take action with whichever suggestion below is relevant to the situation:

- **Tell the offending party to stop**
- **Talk immediately with a trusted colleague**
- **Contact your union** (AFM, CFM, SAG/AFTRA, ACTRA), **supervisor, or HR department**
- **Call the 24 hour National Sexual Assault Hotline: 1-800-656-HOPE | 1-800-656-4673**
- **Call the local police at 911**
- At Folk Alliance International events you may also:
  - » Contact an FAI staff member in person or email [operations@folk.org](mailto:operations@folk.org)
  - » Contact hotel or venue security

## **Intervene**

If you suspect that someone you know is being harassed or assaulted, be prepared to intervene in a way that fits the situation and your comfort level. The following four CARE steps from RAINN can help give you the confidence to step in when you sense that something isn't right. Stepping up can make an impact, but it should never put your own safety at risk.

**C - Create a distraction.** Do what you can to interrupt the situation.

**A - Ask directly.** Talk directly to the person who might be in trouble.

**R - Refer to an authority.** Refer to a neutral party with the authority to change the situation, like a security guard.

**E - Enlist others.** It can be intimidating to approach a situation alone. Enlist another person to support you, like another friend.

## **Share Resources**

- National Resources for Sexual Assault Survivors and their Loved Ones: [www.rainn.org](http://www.rainn.org)
- Treatment and Resources for Sexual Offenders and Families: [www.sexoffenderresource.com](http://www.sexoffenderresource.com)
- Training Resources for Volunteers & Staff: [www.rainn.org](http://www.rainn.org)

**THANK YOU FOR JOINING US IN COMMITTING TO A  
SAFE MUSIC COMMUNITY FOR ALL.**

## **Comments or Questions**

We are constantly seeking new ways to welcome and support creators, helpers, and lovers of Folk music worldwide. If you have any questions or comments about these belief statements or anything related to Folk Alliance International, please contact [communications@folk.org](mailto:communications@folk.org).



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