

Ten Days on the Island

Workplace Code of Conduct

Ten Days on the Island is committed to a diverse and inclusive workplace. We encourage applications from diverse backgrounds including First Nations Peoples, people from culturally and linguistically diverse backgrounds, people who identify as LGBTIQ+ and people with disability.

We acknowledge that a work environment that is rich in opportunity for growth and learning, while being enjoyable, supportive and respectful, is key to ensuring the freedom for team members to deliver their best outcomes while at work.

Ten Days has outlined the below measures to make our workplace one that feels safe, supportive, inclusive and respectful for all team members.

Ethical Standards

1. Ten Days does not tolerate any form of bullying, harassment, victimisation, discrimination or unsafe behaviour within the workplace, adjacent workplaces or our event venues.
2. All Ten Days team members, stakeholders and patrons are treated by the organisation with fairness, courtesy, respect and without discrimination.
3. We act with honesty, integrity, and within legislated laws and guidelines while also adhering to a suite of regularly reviewed organisation policies.

Equal & Equitable Opportunities

1. Ten Days has a formal Equal Opportunity Policy in place to ensure no job applicant or team member is discriminated against either directly or indirectly on the grounds of gender, marital status, family status, sexual orientation, religious belief, age, disability or race.
2. Ten Days also recognises the importance of equitable opportunities and works to create equitable hiring opportunities and arts and cultural experiences.

Access & Inclusion

1. Ten Days is committed to creating accessible and inclusive opportunities and experiences for all team members, stakeholders and patrons. We work under an Access & Inclusion Plan that drives our operations and experience-building practices.
2. We require all team members to support and contribute to the Access and Inclusion Plan. Organisational training, educational resources and a dedicated festival Access Manager are made available for all employees to achieve this goal.

Team Support

1. All Ten Days Heads of Departments have undergone HR Management Training and are skilled in supporting staff through grievances and in aiding a positive workplace.
2. We encourage team members to come forward with any grievances and endeavour to deal with the matter raised in a supportive way, without victimisation or intimidation of any person connected with the grievance.
3. Ten Days has engaged [Relationships Australia](#) to provide team members with free access to independent confidential support and counselling services.
4. Ten Days engages in a variety of optional social activities as a team. We encourage team members to build friendships through the workplace and to assist one another in building connections in our local communities.

Workplace Preparedness & Training

1. At the commencement of employment team members will receive relevant training according to their position description. Employees also receive Access and Inclusion Training.

Lasting Impact

1. Recognising that our festival carbon footprint directly effects the lives of our team, adjacent organisations and the general public, Ten Days maintains a policy of "minimum waste" in all our practices. We treat our resources with care and mindfulness in pursuit of this goal.

In acknowledging the responsibility of us all in creating a positive and supportive workplace, we expect all team members to act in accordance with the above workplace standards.