

## Equal Participation Policy

<b>Contents:</b> <b>Equal Participation Policy</b> (formerly Anti Discrimination Policy) for Midsumma Festival Inc. (Midsumma)	<b>Ref:</b>	<b>Department:</b> Administration	<b>Page:</b> 1 of 2
<b>Issue Date:</b> Monday 18 November 2019	<b>Prepared By:</b> Rhys Cranney Judy Small Andrea Pearman	<b>Authorised By:</b> Initially - Midsumma Board, 15 November 2019  Reviewed and approved by Midsumma Board, 8 <sup>th</sup> November, 2022  Last reviewed and approved by Midsumma Board, April 2025.	<b>Next Review:</b> 12 months. March board meeting 2026

## POLICY

1. Midsumma Festival is Victoria's premier queer cultural festival, for and by communities who live with shared experiences around diverse gender and sexuality (DGS or LGBTQIA+). We are a champion of queer cultures, conversations and events.
2. As ruled by its constitution, Midsumma Festival is inclusive of and responsive to the lesbian, gay, queer, bisexual, transgender, intersex, asexual/aromantic and gender diverse members of the wider community.
3. Midsumma's *Beyond Values, Identity* document recognises Midsumma's vital role as a cultural connector and influencer; the intersection between people, ideas, stories and experiences; and the organisation's role in strengthening cultural voices of our communities and broadening the language of our Allies.
4. Our Equal Participation Policy is designed to ensure that Midsumma Festival is safe and inclusive for everyone. A standard of behaviour is expected from all participants, marching groups, stallholders, attendees, bystanders and all people present at Midsumma events that is in line with our core purpose and this policy.
5. All groups and people applying to take part in Midsumma must agree to and abide by this policy.
6. As both a curated and an open-access festival, Midsumma invites all members of the LGBTQIA + communities and their Allies to celebrate and participate, while recognising the diversity of opinions and views which exist in these communities.
7. All members of these communities have the right to feel safe, supported and included, to have their core human rights of human dignity and equality recognised and honoured, and to be free from discrimination of any kind.

8. Midsumma strives to create inclusive, safe cultural and social spaces for LGBTQIA+ communities and their Allies, and sees its role in advocating for those spaces more broadly in society.
9. Midsumma has a zero tolerance policy with regards to hate, hate speech, bullying, harassment, discrimination, unlawful behaviour and offensive behaviour towards staff, volunteers, event participants, security people or members of the public.
10. Midsumma will not tolerate any form of discriminatory expression, whether verbal, printed, published digitally or by way of action, which it deem likely to silence or intimidate any group participating in Midsumma activities.
11. Midsumma expects participants and attendees to treat others with respect, courtesy, honesty and fairness, and have proper regard to their rights, safety and welfare.
12. Midsumma reserves the right to take action in response to any person, group or organisation whose behaviour is deemed to breach this policy, be offensive or may put others' safety at risk. Action may include but is not limited to asking a person to leave an event or place, removing any person or group from an activity, refusing permission to participate in Midsumma events, or withdrawing such permission once given.

Related Documents:

- Midsumma Organisational Rules and Constitution
- Midsumma "Beyond Values, Identity"