



Music creates space for fun, community, escape, and open expression - sexual harassment and assault don't belong even though they're currently pervasive in the music industry. We want to live in a *world* without sexual violence, not just an industry without it, and we deeply believe in music's power to create change. We also believe that living up to the culture we want is a required part of achieving a world free from sexual violence, so we are fighting against sexual violence right at home in the music industry.

Our #HereForTheMusic campaign builds true safety within the music industry: artists, promoters, fans, venue staff, touring professionals, media professionals, and more. We have worked with 75+ artists, venues, and festivals to date and trained 2000+ people. In the fall of 2020, we will be releasing an online version of our anti-violence training, along with a set of toolkits for venues, festivals, companies, and touring artists that will include sample policies, codes of conduct, and more. **Will you join us?**

By signing onto the pledge below, you are showing your commitment from whatever role you hold to rebuilding a safer industry when we can gather together again. This is NOT a binding agreement, and we will follow up with resources to support your success in these commitments when our toolkits are complete in the Fall of 2020, and again once gatherings are back in full swing. We look forward to working together to build a safer, more inclusive, and therefore way more joyful and creative industry. When you sign this pledge, we will add your name to our website and welcome you to publicly share your commitment. We hope that you will encourage your peers to join you in signing this pledge.

As an ARTIST or BAND, we pledge to work with our management to...

1. Develop a code of conduct to provide safety for our team and guests at each show.
2. Ban forced arbitration clauses (or carve out an exception for sexual harassment) from contracts we write and advocate for this in contracts we are signing. [Learn about how these clauses help keep sexual harassment hidden here.](#)
3. Participate in an anti-violence or active bystander training with our touring crew annually or with each tour kick-off if new personnel are added.
4. Create a set of selection criteria for all of our business relationships that match our values.
5. Ask venues/festivals we play for a copy of their existing anti-harassment policies/protocols during advancing, and ensure our fans, crew, and guests can easily find this information.
6. Develop a suggested anti-harassment policy and protocol for our headlining show rider to use when a venue does *not* have something in place. Recommend #HereForTheMusic resources so they will hopefully develop their own policies and protocols moving forward.
7. Invest in under-represented talent pipelines and commit to building a diverse business, including staff, support artists, vendors, contractors, and more.

Name to be Displayed: _____

Point of Contact Email(s): _____

Signature: _____ Date: _____



Our VENUE pledges to...

1. Develop an anti-harassment policy and supporting protocols to provide safety for all staff and guests.
2. Communicate this policy to all staff and guests, leveraging the skills and knowledge of our staff to effectively disseminate this information to artists, patrons, staff, vendors, photographers, etc.
3. Train staff and security contractors annually how to identify and intervene in potentially harmful behaviors, as well as how to respond compassionately and professionally to reports of violence.
4. Ban forced arbitration clauses (or carve out an exception for sexual harassment) from contracts we write and advocate for this in contracts we are signing. [Learn about how these clauses help keep sexual harassment hidden here.](#)
5. Identify the community resources who provide support to survivors of violence and have their contact information available to provide to staff and guests as needed.
6. Invest in under-represented talent pipelines and commit to building a diverse business, including staff, artists, vendors, contractors, and more.

Name to be Displayed: _____

Point of Contact Email(s): _____

Signature: _____ Date: _____

Our FESTIVAL pledges to...

1. Develop an anti-harassment policy and supporting protocols to provide safety for all staff and guests.
2. Communicate this policy to all staff and guests, leveraging the skills and knowledge of our staff to effectively disseminate this information to artists, patrons, staff, vendors, photographers, etc.
3. Train staff and security contractors annually how to identify and intervene in potentially harmful behaviors, as well as how to respond compassionately and professionally to reports of violence.
4. Ban forced arbitration clauses (or carve out an exception for sexual harassment) from contracts we write and advocate for this in contracts we are signing. [Learn about how these clauses help keep sexual harassment hidden here.](#)
5. Identify the community resources who provide support to survivors of violence and have their contact information available to provide to staff and guests as needed, and/or coordinate on-site support for remote camping festivals.
6. Invest in under-represented talent pipelines and commit to building a diverse business, including staff, artists, vendors, contractors, and more.

Name to be Displayed: _____

Point of Contact Email(s): _____

Signature: _____ Date: _____



Our COMPANY pledges to...

1. Develop an anti-harassment policy and supporting protocol to provide safety for all staff, contractors, and guests.
2. Communicate this policy, leveraging the skills and knowledge of our staff to effectively disseminate this information to key stakeholders.
3. Train staff annually on how to identify and intervene in potentially harmful behaviors, as well as how to respond compassionately and professionally to reports of violence.
4. Ban forced arbitration clauses (or carve out an exception for sexual harassment) from contracts we write and advocate for this in contracts we are signing. [Learn about how these clauses help keep sexual harassment hidden here.](#)
5. Create a set of selection criteria for all of our business relationships that match our values.
6. Ask venues/festivals we play for a copy of their existing anti-harassment policies/protocols during advancing, and ensure our fans, crew, and guests can easily find this information.
7. Develop a suggested anti-harassment policy and protocol to use at events we host when a venue does *not* have something in place. Recommend #HereForTheMusic resources so they will hopefully develop their own policies and protocols moving forward.
8. Identify the community resources who provide support to survivors of violence and have their contact information available to provide to staff as needed.
9. Invest in under-represented talent pipelines and commit to building a diverse business, including staff, artists, vendors, contractors, and more.

Name to be Displayed: _____

Point of Contact Email(s): _____

Signature: _____ Date: _____