



Drama Queens

SAFEGUARDING POLICY

Drama Queens is an under-30-youth-led collective of young feminists & queer activists committed to using various forms of performance and audio-visual arts to challenge the status quo, break barriers and centre the stories of women (her-stories).

Primarily based in Ghana, our work centres Pan Africanism & decolonial feminist values that guide our research into the social catalysts of rape culture, consent education, body politics & autonomy, sexual & reproductive rights, environmental activism, and queer liberation in Africa.

Through intersectionality, we practice community-based organizing on the conviction that everyone is deserving of access to safe spaces within the community, liberty and self-expression.

This Safeguarding Policy has been developed to ensure the safety and well-being of all members of the organization. The organization is committed to creating a safe and inclusive environment that is free from harassment, abuse, and discrimination.

Policy Statement:

Drama Queens is committed to safeguarding the rights and welfare of all team members, audience and members of our physical and virtual community. Drama Queens maintains a strict policy of zero tolerance for any form of physical, emotional, sexual, or online abuse, exploitation, neglect, or harm. The actions of all team members and affiliated personnel are bound by the Drama Queens' **Code of Conduct**. We will not tolerate any form of harm, including but not limited to, harassment, abuse, discrimination, and exploitation.

We will take all reasonable steps to protect members from harm and to support them if harm does occur. It is important to note that any breach of policy will not be tolerated and will result in termination of contracts or relationships, following necessary legal procedures.

Policy Guidelines

All members of the Drama Queens team must treat each other, the Drama Queens' community and all people that come in contact with our work with respect, regardless of race, gender identity, religion, ethnicity, disability, class, sexual orientation, language, opinions or other status.

In all of our art projects, activations, reflections, and spaces we must maintain a professional yet affable relationship, keeping in mind the ensuing principles.

- **Beneficence (TO DO GOOD)** - Drama Queens commits to at all times ensure that each project is curated with the well being of all people involved in mind. That each space is curated to provide opportunities for learning, growth and self-expression.
- **Non-maleficence (DO NO HARM)**- It is imperative that all decisions and activities are enacted to protect the physical, emotional and virtual security, safety and wellbeing of stakeholders.



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- Justice - All team members, audience and members of the Drama Queens community are to be treated fairly in terms of access and opportunity.
- Autonomy (SELF-RULE) -All stakeholders of the Drama Queens' community have the ultimate decision making power over themselves and reserve at all times the right to engage Drama Queens' spaces and work as much as they want.
- Privacy and Confidentiality - Drama Queens shall respect and abide by each person's decision to disclose or withhold information and shall not share information outside of the organisation unless otherwise instructed and only to the degree as is agreed upon.
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Procedures:

Reporting incidents: Any member who experiences or witnesses harm can report the incident to the designated First Response Officer (FRO) or Safeguarding Officer (SO) or any member of the leadership team.

Responding to incidents: The organization will take all reports of harm seriously and will take appropriate action to support the person who has been harmed and to prevent further harm. This may include providing access to support services, such as counselling or medical care, and taking disciplinary action against the perpetrator.

Support: Members who have been harmed will be offered appropriate support and assistance, such as counselling or medical care, to help them recover.

Confidentiality: Reports of harm will be handled confidentially, and the organization will take all reasonable steps to protect the privacy of the person who has been harmed.

Communication and Training: All members of the organization will be provided with a copy of this policy and will be required to read and understand it. Regular training will be provided on how to recognize and report incidents of harm, and how to support victims of harm.

Review and update: This policy will be reviewed regularly to ensure that it remains effective in protecting members of the organization. Any changes to the policy will be communicated to all members of the organization.

Inclusivity: We recognize that marginalized groups may be at a higher risk of harm, and we will take additional steps to ensure that the policy is inclusive and addresses the specific needs of marginalized groups within the organization.

Legal compliance: We will ensure that this policy is compliant with all relevant laws and regulations, including laws on discrimination and harassment.

Drama Queens expects all members to comply with this policy and any violation will be dealt with appropriately.

This policy is adopted and approved by the board of directors, February 2023.