



Media Release – For immediate release

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## **LPA takes action to drive cultural change preventing workplace discrimination, harassment, sexual harassment and bullying**

Live Performance Australia (LPA) has today released a draft Industry Code of Practice for consultation with its members and the broader Australian live performance industry. The Code aims to provide comprehensive, best practice standards to prevent discrimination, harassment, sexual harassment and bullying in workplaces.

While many live performance industry members already have policies and procedures to deal with complaints, LPA's approach underscores the importance of an industry-wide commitment to long term cultural change.

LPA Chief Executive Evelyn Richardson said the draft Code would be particularly helpful for small to medium sized companies which may need additional support in strengthening or improving their in-house policies and capabilities.

'People who work in our industry expect and deserve leadership from us on these issues, as do our audiences and the wider community,' Ms Richardson said.

'A best practice industry-wide approach is important given the mobility of our workforce and the differences among our members in respect of company resources and scale.

'Each and every member of our industry must be aware of their legal responsibilities and their duty of care to their employees and have policies, procedures, education and training in place to deal with these issues,' Ms Richardson said.

Work on the draft Code commenced during 2017 and is now being released to members and industry stakeholders for consultation. The consultation period closes on 26 March 2018.

The Code will be mandatory for LPA Members.

The draft Code is part of a comprehensive package of measures strongly supported by LPA's Executive Council to deal with discrimination, harassment, sexual harassment and bullying in the workplace.

Other activities planned include:

- a national roadshow to educate LPA members about the Code with briefings targeted at CEOs, company owners and senior managers and will include specialist workplace training;
- LPA will participate in an industry roundtable being convened by the Commonwealth Sex Discrimination Commissioner;
- LPA has reaffirmed its commitment to work with the MEAA on these workplace issues and is engaged in discussions on further cooperation;
- LPA is examining options to improve industry education and training, including in person and online delivery of training and resources to strengthen capability among industry workers and leaders.

**ENDS**



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### **About LPA**

LPA is the peak body for Australia's live performance industry. Established 100 years ago in 1917 and registered as an employers' organisation under the *Fair Work (Registered Organisations) Act 2009*, LPA has over 400 Members nationally. We represent commercial producers, music promoters, major performing arts companies, small to medium companies, independent producers, major performing arts centres, metropolitan and regional venues, commercial theatres, stadiums and arenas, arts festivals, music festivals, and service providers such as ticketing companies and technical suppliers. Our membership spans from small-medium and not-for-profit organisations to large commercial entities.

LPA has a clear mandate to advocate for and support policy decisions that benefit the sustainability and growth of the live performance industry in Australia.