



contact@soundtruism.com

CODE OF CONDUCT

Soundtruism's Code of Conduct is not just words printed on paper. Our values and mission are what we actually do stand by, it's what is at the core of this company, why it has been set up and what we try to live by every day and what we expect of our employees and freelancers when they are with us. This is a combination of what is already set out in our Diversity, Inclusion and Equal Opportunities Policy, further details are also contained in our Child Protection, Data Protection and H&S policies, so please refer to these documents for further information regarding our code of conduct.

OUR VALUES

Audio is incredible for its ability to intimately tell stories, whispering and permeating into our brains with full creative flow whilst powerfully relating complex multi-layered ideas that can change your life.

People who share our passion for audio should feel included and able to feel comfortable bringing their full selves to work. They should never be discriminated against on grounds of race, class, disability or any other characteristic that makes them who they are.

Audio has an access problem for people from marginalised communities, we know this from personal experience and in part this has been due to a clique culture within a small privileged club who reward and help each other. Soundtruism believes that people from all walks of life deserve to be heard and given chances and opportunities, helped and nurtured.

Getting paid employment and building an audio career is also hampered for people not in the club, when internships are unpaid and when reputations are damaged through word of mouth.

Soundtruism is a signatory of the [Equality in Audio Pact](#).

This 5 pledges we have signed up to are to:

1. Pay interns / No longer use unpaid interns.
2. Hire LGBTQIA+, black people, people of colour and other minorities on projects not only related to their identity.
3. If you are a company that releases gender pay gap reports, release your race pay gap data at the same time.
4. No longer participate in panels that are not representative of the cities, towns, and industries they take place in.
5. Be transparent about who works for your company, as well as their role, position and permanency.

The audio industry is changing due to the growth in podcasting and we are excited about this but also aware that big money and celebrity could set us back, so we have to be careful that diverse voices are not silenced or temporarily brought to the fore to be forgotten once again later down the line. Having more people of colour and minority groups running audio production companies and promoted to senior leadership positions will help ensure the industry changes permanently, for the long term.

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We all need to work harder to help underrepresented groups break into and progress in the audio industry and we endeavour to work with others to campaign for anti-racism and equality and inclusion in the sector.

We aim to make sure that all our staff and volunteers understand their rights and responsibilities concerning discrimination, bullying and harassment.

Bullying and harassment will not be tolerated. Staff who believe that they have suffered any form of discrimination, harassment or victimisation, from other staff or from service users, are entitled to raise the matter and of course they also have the right pursue complaints under the legislation. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.

We would treat seriously any behaviour that is deliberately contrary to our valuing of diversity principles and take action on this.

We aim to be an Equal Opportunities Employer and as such we will always do our utmost best to observe the principles set out in our code of conduct.

DEALING WITH CONTRIBUTORS AND OTHER SERVICE USERS

In our journalism work and dealing with contributors, we follow the [BBC's Editorial Guidelines](#) and always aim to be transparent, fair and open with those people we work with, and all the time considering due care to contributors.