



contact@soundtruism.com

EQUAL OPPORTUNITIES POLICY

Soundtruism Ltd aims to be an Equal Opportunities employer and will comply with [The Equality Act 2010](#) which provides protection for individuals with certain protected characteristics against prohibited conduct such as direct and indirect discrimination, harassment, and victimization; and a duty to make adjustments for disabled people in certain circumstances.

Protected characteristics are:

- age,
- disability,
- gender reassignment,
- marriage and civil partnership,
- pregnancy and maternity,
- race,
- religion and belief,
- sex and sexual orientation.

Although equality law requires us to do this, Soundtruism believes we have a moral obligation to do this as we value diversity and strive to be inclusive in all aspects of our work.

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.

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.

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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.

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 this policy.

An act which contravenes the Equality and Diversity Policy and practice will be regarded as gross misconduct and could lead to disciplinary action including dismissal being taken against a staff member in breach of the procedure. We expect everyone who interacts with us, or who uses our services, or attends our events, meetings and training courses to follow the principles within this Policy and to treat our staff and other participants with respect.

Relevant Legislation:

Equality Act 2006 and 2010, Human Rights Act 1998, Equal Pay Act 1970, Rehabilitation of Offenders Act 1974, Part-time Workers Regulations 2000, Fixed-term Employees Regulations 2002, Agency Workers Regulations 2010, The Gender Recognition Act 2004, The Civil Partnership Act 2004.