## ANTI-RACISM STATEMENT

*1. Tidyup Media is* committed to providing an inclusive and environment for everyone who works here, and we recognise steps should be taken to achieve this. We believe that staff,guests and contractors have the right to be treated with fairness and respect.

*2. Tidyup Media* recognises that racism exists in Film, Video and TV*.* Racism and racial discrimination can present in different and varied ways, including direct and indirect discrimination, racial vilification, race-based harassment, hostile work or learning environments, lateral violence, and casual comments (e.g., micro aggressions or ‘banter’). It may be experienced face to face, in trope images (avatars or screensavers), or in music (nursery rhymes or ‘hip hop’ with the n-word), written communications, on the phone, on computer screen savers, social media, email discussions, text and direct messages in encrypted groups.

*3. Tidyup Media is* committed to anti-racism. We recognise that it is more than just being ‘not racist’ but involves taking action to create conditions of greater inclusion, equality and justice. This includes a zero-tolerance approach to racist behaviour, no matter how it’s expressed. We’ll work together to make radical changes that close inequality gaps with opportunities to eradicate the experience of racism in Film, Video and TV.

*4. Tidyup Media is* committed to principles and actions that include:

* not tolerating racist behaviour wherever it arises, and ‘calling out’ racism
* providing examples on what being anti-racist in Film, Video and TV looks like
* addressing inequality, improving opportunity and access to Film, Video and TV.

5. Although thisstatement prioritises ‘race’ and racism, *Tidyup Media* is, mindful of racism with discrimination related to the other protected characteristics of:

* age
* disability
* gender reassignment
* marriage and civil partnership
* pregnancy and maternity
* religion or belief
* sex/gender
* sexual orientation