

# Tips for a fun and safe end-of-year; lessons from the music industry.

End of year parties are the best! Getting loose with your work besties, after a year of hard work, feels great! It doesn't feel like work, but it is still technically "work" (sorry), and wherever you are partying, is technically the "workplace", including the trip there and home.

This is often a challenge for music industry professionals attending music festivals and events as part of their job. The lines between work and private life get messy. We also know that when late nights, alcohol, parties and work mix, no matter what industry you are in, the risk of sexual harassment, discrimination and bullying skyrockets. The damage can be serious, and it could have been avoided in the first place.

With that in mind, here are some tips from music industry insiders:



Nominate a leader of your group or team to keep any eye out for everyone and ensure they are all safe, comfortable, and accounted for.



Figure out transport before you go. Share taxi numbers or public transport options. Have a plan B. Remember to never drink and drive.



Brush up on your workplace policies around responsible serving of alcohol, behaviour expectations (e.g. sexual harassment) and complaints.



Use a buddy system to make sure no one is ever alone or vulnerable. If you see someone who looks uncomfortable, step in, or check if they are okay.



Be smart about how much you drink, protect your drink, and keep hydrated with water.



Trust your instincts. Politely but firmly decline activities you do not feel comfortable joining in, like car rides, after parties and shots.



If something happens that makes you feel uncomfortable, seek out support and make a report to stop it happening to someone else.

Have a wonderful holiday season, and stay safe, you are important!