

# Inclusivity & Diversity Policy for The Little Yak

**Last Updated:** September 2026

At **The Little Yak**, we are committed to creating a vibrant, safe, and welcoming environment for everyone in our community. We actively celebrate diversity across all identities and explicitly stand as an inclusive space for **LGBTQIA+ & Queer individuals, Black, Asian, and Ethnically Diverse people (POC/Global Majority), disabled people, neurodivergent community members, and all intersecting identities.**

## 1. Our Core Commitment

We operate a zero-tolerance stance toward discrimination, prejudice, harassment, and marginalization.

- **LGBTQIA+ Affirming:** We are an explicitly queer-friendly space. Homophobia, biphobia, transphobia, enbyphobia, and misgendering—whether intentional or malicious—will not be tolerated under any circumstances.
- **Anti-Racism & Anti-Xenophobia:** We stand firmly against racism, colorism, xenophobia, and religious intolerance.
- **Accessibility & Anti-Ableism:** Disability is an intrinsic part of human diversity. We proactively remove physical, social, and attitudinal barriers to ensure full access to our space and events.

## 2. Accessibility Details

We want every guest to enjoy their experience at The Little Yak comfortably and with dignity:

- **Physical Access:** Our venue features fully step-free access throughout the main bar area, venue floor, and performance spaces.
- **Accessible Facilities:** We have fully accessible, gender-neutral restrooms equipped with grab rails, low-level sinks, and emergency call cords.
- **Seating & Space:** We offer flexible seating options, including low-level tables, quiet corner areas, and clear pathways throughout the venue to ensure comfortable navigation for wheelchair users and mobility aids.
- **Assistance Dogs:** Accredited assistance, guide, and therapy dogs are warmly welcomed in all areas of the venue.
- **Sensory & Lighting Support:** For events with intense lighting or sound setups, clear visual warnings are provided in advance. Staff are always available to help identify quieter spots if you experience sensory overload.
- **Companion & Personal Assistant (PA) Tickets:** For ticketed events, we offer complimentary admission for essential companions/PAs upon request.

## 3. Venue Standards & Community Rules

By entering The Little Yak or interacting with our digital spaces, guests, staff, artists, and contractors agree to uphold these standards:

1. **Respect Identity:** Always respect personal pronouns, self-identification, and personal space.
2. **Gender-Neutral Spaces:** All our bathroom facilities are gender-neutral. Everyone has the right to use the restroom where they feel safest and most comfortable without questioning or harassment.
3. **Zero Harassment:** Unwanted physical contact, non-consensual photography, invasive personal questions, or hate speech will result in immediate removal from the premises without a refund.
4. **Consent-First Culture:** Respect boundaries at all times, both on and off the dance floor.

## 4. Enforcement & Reporting

If you feel unsafe, experience discrimination, or witness harassment at The Little Yak:

- **In-Person Assistance:** Speak directly to any member of bar staff, security, or management. They are trained to handle reporting discreetly and prioritize your safety immediately.
- **Immediate Action:** Venue management reserves the right to issue warnings, eject individuals without a refund, and ban offenders permanently from the premises.
- **Post-Event Support:** If something happened during a visit that you were unable to report at the time, please reach out via our website contact form or email. We take all feedback seriously and review incidents thoroughly.

## 5. Continuous Improvement

We recognize that inclusivity is an ongoing commitment rather than a static goal. We actively consult with artists, community advocates, and disability specialists to audit our facilities, update staff training, and continuously improve accessibility and safer-space protocols.