

Fringe North Code of Conduct

This code pertains to employees, board members, volunteers, artists, facilitators, venues, independent contractors, and community partners affiliated with Fringe North Festival.

Fringe North has zero tolerance for homophobia, transphobia, ableism, sexism, misogyny and racism.

Fringe North has zero tolerance for harassment, discrimination, bullying, and violence. **Definitions:**

Homophobia: often defined as the irrational aversion to, or fear or hatred of gay, lesbian or bisexual people and communities, or to behaviours stereotyped as “homosexual.” It is commonly used to signify a hostile psychological state in the context of overt discrimination, harassment or violence against gay, lesbian or bisexual people.

Transphobia: the aversion to, fear or hatred or intolerance of trans people and communities. Like other prejudices, it is based on stereotypes and misconceptions that are used to justify discrimination, harassment and violence toward trans people.

Ableism: attitudes in society that devalue and limit the potential of persons with disabilities. People with disabilities are assumed to be less worthy of respect and consideration, less able to contribute and take part, and of less value than other people. Ableism can be conscious or unconscious and is embedded in institutions, systems or the broader culture of a society.

Sexism: discrimination based on sex.

Misogyny: hatred of, contempt for, or prejudice against women.

Racism: a belief that one group is superior or inferior to others. Racism can be openly displayed in racial jokes, slurs or hate crimes. It can also be more deeply rooted in attitudes, values and stereotypical beliefs. In some cases, people don't even realize they have these beliefs. Instead, they are assumptions that have evolved over time and have become part of systems and institutions.

Harassment: The act of engaging in a course of vexatious (harassing or provoking) comments or conducts, intimidation or threats against someone in a workplace when they know or ought reasonably to know that these comments or conducts are unwelcomed.

Sexual Harassment: A type of discrimination based on sex; can include

discriminatory comments, behaviour, and touching; may take the form of jokes, threats, comments about sex, or discriminatory remarks about someone's gender.

Sexual Assault: Includes all unwanted sexual activity, such as unwanted sexual grabbing, kissing, touching and fondling, as well as rape.

Discrimination: The act of treating a group or an individual within a group differently, based on prejudice or negative attitudes. Discrimination on grounds of race, ancestry, birth place, color, ethnicity, citizenship, beliefs, sexual orientation, gender identity, gender expression, age, criminal record, marital status, family status or disability, or any other factor protected by the applicable provincial law regarding human rights is prohibited.

Bullying: Bullying is aggressive behaviour that is typically repeated over time. It is meant to cause harm, fear, distress or create a negative environment for another person. Bullying can happen when there is a real or perceived power imbalance. Bullying can take many forms. It can be:

- **physical**, for example hitting, shoving, damaging or stealing property
- **verbal**, for example name calling, mocking, making sexist, racist or homophobic comments
- **social**, for example spreading gossip, rumours or excluding others from a group
- **written**, for example writing notes and signs that are hurtful or insulting
- **electronic or cyberbullying**, for example spreading rumours or hurtful comments using email, text messages and social media

Workplace Violence: The use or attempted use of physical force against a staff member in a workplace that causes or might cause physical harm. It also refers to comments or behaviors in a workplace that might reasonably be constructed by a staff member as a threat of physical force which could cause them physical damage.

Definitions adapted from Ontario Human Rights Code website - ohrc.on.ca, Dandelion Initiative - Now Serving: Safer Spaces Participant Workbook 2021, Association des théâtres francophones du Canada Sample Policy For The Creation Of a Healthy and Respectful Workplace Free Of Discrimination, Harassment and Violence, and ontario.ca -

Those affiliated with Fringe North are expected to:

Promote and model inclusivity, equity, and accessibility,

Act with honesty and integrity, declining to participate in or condone any activities that may be considered unethical or illegal;

Avoid participating in or condoning activities that may put people in harm's way or risk their physical, emotional, or mental wellbeing

Maintain positive, respectful relationships with fellow community members;

Support people who have experienced or disclosed harassment, violence, or discrimination by reporting any incidents of bullying, harassment, violence, discrimination, or abuse that you witness when you are able

Contribute to a work environment that encourages the creative process, provides transparent communication and promotes mutual respect from everyone involved

When harassment, discrimination or violence takes place, speak out, and report abuses when you are able

Recognize the personal and physical boundaries of others, and expect those you work with to do the same

Those affiliated with Fringe North can expect

Thorough, timely investigations and appropriate measures and/or consequences when harassment, discrimination, or violence is reported

Never to have to be alone with individuals who make them uncomfortable or who threaten their safety

Never be forced to conduct work in non-professional environments in which they may feel uncomfortable or at personal risk, such as but not limited to private hotel rooms, vehicles or homes.

Rehearsals, performances, and experiences involving culturally-specific content will be conducted with advance consultation, care, sensitivity, and respect

Rehearsals, performances, and experiences involving sensitive material – including intimacy, nudity, violence, or sexual content – will be conducted with the utmost care, advance consent and respect

If required to engage in any form of physical contact—such as but not limited to dancers, actors, and choreographers – ensure that the contact is consensual and expect to be able to speak out against any touch to which they do not consent

As an organization Fringe North will:

Provide effective, transparent, and timely communication of all necessary and relevant information to applying and participating artists, staff, volunteers, audiences, and community partners in order to ensure and promote safe and successful experiences.

Act in compliance with the laws that govern Ontario, Canada including but not limited

to those regarding employment and labour, data protection and privacy, health and safety, and accessibility.

Enact policies and procedures and a Code of Conduct that maintain zero tolerance for harassment, discrimination, bullying, and violence;

Post Code of Conduct and all anti-harassment policies and procedures prominently in workplaces/festival spaces;

Ensure that the Code of Conduct and all anti-harassment policies and procedures apply to all individuals who conduct work on the festival's behalf, including artists, arts workers, staff members, contract staff, volunteers, interns, suppliers, vendors, and board members;

Support people who have experienced or disclosed harassment, violence, or discrimination

Provide a transparent and safe system for reporting and investigating acts of wrongdoing

Identifying and/or establishing reporting mechanisms to disclose abusive behavior, including designating individuals to receive and process these complaints when possible

Providing and prominently posting information on additional reporting resources (third-party tip lines, union partners, community agencies and local authorities)

Ensuring that allegations of inappropriate behavior are investigated and resolved in a thorough and timely manner

Ensuring that parameters are in place to protect, whenever possible, confidentiality and the privacy of information during an investigation. The name of the complainant, circumstances of the complaint, investigation reports, complaints, witness statements and other documents or information will be kept strictly confidential, except when disclosure is necessary as part of the investigation

Provide training resources so that all stakeholders learn the difference between acceptable and unacceptable workplace behaviour, know how to report inappropriate conduct, and discover how to cultivate a healthy workplace and festival culture;

Ensure that Code of Conduct, policies, and procedures are reviewed at least annually and attached to all contracts and letters of agreement

Convene artists, cultural workers, volunteers, and employees before each season or

project to discuss the Code of Conduct, shared values and expectations, and provide information on policies and reporting mechanisms

Ensure that these policies apply in any environment where our organization's work is being conducted,

Protect whistleblowers so they are shielded from any repercussions for reporting violations in good faith

Enacting consequences for violations that are commensurate with the acts committed, including additional training, controls, suspension, or termination

Offering further training and/or counseling to artists, cultural workers, volunteers and employees after a violation occurs in the workplace

When a complaint is made that involves illegal conduct, applicable authorities must be notified in accordance with local, provincial and federal laws, including human rights legislation and health/safety legislation