

### Overview

We are committed to a respectful, safe environment free from harassment, violence, discrimination, bullying, abuse, and solicitation. All community members are to be treated with respect and dignity. We provide opportunities for everyone to contribute and participate in all events and activities whenever possible.

Participation in activities or behaviors that discriminate on the grounds of race, colour, place of origin, gender, age, marital status, religious beliefs, citizenship, mental and physical abilities, sexual orientation, or any other prohibited grounds within the Alberta Human Rights Act will not be tolerated.

### Definitions

- 1. Consent:** A voluntary, ongoing, active, and conscious agreement to engage in the activity in question. Consent or a “yes” that is obtained through pressure, coercion, force, threats, or by inducing intoxication, impairment, or incapacity is not voluntary consent. Silence or ambiguity do not constitute consent. Additionally, there is no consent when:
  - it is given by someone else.
  - the person is unconscious, sleeping, or lacks the capacity to consent.
  - it was obtained through the abuse of a position of power, trust, or authority.
  - the person does not indicate “yes”, says “no”, or implies “no” through words or behaviours.
  - the person changes their mind and withdraws their consent.

It is the responsibility of all parties wanting to engage in an activity to obtain clear consent from the other, and to recognize that consent can be withdrawn at any time.

- 2. Disclose/Disclosure:** A verbal or written report by any person to a member of the Fringe Theatre community that they have experienced abuse, harassment, or misconduct.
- 3. Complaint:** A written report or statement alleging abuse, harassment, or misconduct by any person to a Fringe Theatre staff under the Fringe Theatre process for the purpose of initiating an investigation and resolution process.
- 4. Discrimination:** A distinction, whether or not intentional, based on a characteristic or perceived characteristic that has the effect of imposing on an individual or group of individuals burdens, obligations or disadvantages that are not imposed on others, or of withholding or limiting access to opportunities, benefits and advantages available to other individuals in society.
- 5. Harassment:** Conduct or comment, either one time or repeating, that:
  - is demeaning, intimidating, threatening, or abusive.
  - is not trivial or fleeting in nature.
  - causes offence and should have reasonably been expected to offend.

- serves no legitimate purpose for the environment.
- is a reprisal or threat of reprisal against an individual for ejecting a solicitation or advance.
- undermines authority or respect in the environment, limits opportunities for advancement, or creates an intimidating, hostile or offensive environment.

Harassment includes conduct or comments, or the creation of a negative psychological and/or emotional environment that humiliates, excludes, or isolates an individual or group by focusing on their race, colour, place of origin, gender, age, marital status, religious beliefs, citizenship, mental and physical abilities, sexual orientation, or any other prohibited grounds within the Alberta Human Rights Act.

Harassment also includes bullying, which is a form of aggression that may include physical, verbal, or emotional abuse. It can include persistent, offensive, abusive, intimidating or insulting behavior, abuse of power, and/or unfair sanctions which make the individual feel threatened, humiliated, and/or vulnerable.

- 6. Sexual Violence:** Any sexual act or act of a sexual nature, or act targeting sexuality, whether physical or psychological, committed without consent. This includes, but is not limited to sexual assault, sexual harassment, stalking, indecent exposure, voyeurism, distribution of intimate images, inducing intoxication, impairment or incapacity for the purpose of making another person vulnerable to non-consensual sexual activity, and other analogous conduct.
- 7. Sexual Assault:** Any form of sexual contact without consent. This can include unwanted or forced kissing, fondling, grabbing, touching, vaginal or anal penetration, or oral sexual contact.
- 8. Solicitation:** Any comment, behaviour, or act that can be perceived as soliciting sexual favours, or placing sexual conditions onto any persons involvement in an activity, event, promotion, or employment (paid or unpaid) opportunity.
- 9. Retaliation:** Taking, attempting to take, or threatening to take any adverse action or retribution of any kind against anyone involved in a report of harassment, abuse, or misconduct process. This includes, but is not limited to, intimidation, pressuring, harassment made in person, electronically, or through third parties.

### Strategy

We will have and maintain a comprehensive strategy to create and uphold a safe environment, including:

- Promotes positive, safe, and respectful standards and expectations for conduct.
- Provide training and education related to the prevention of and bystander best practices.
- Audit organizational site, processes, and procedures regularly to identify and remove barriers that inhibit a person's ability to engage safely and respectfully.
- Adopt practices that protect, respect, and support people who have experienced or disclosed harassment, violence, or discrimination.
- Provide an effective and fair procedure for investigating complaints.
- Always strives to find a resolution that includes the needs of the people who have experienced or disclosed harassment, violence, or discrimination.

### Offensive Attire

Community members are encouraged to be thoughtful about the attire they wear. Attire containing offensive images or words, such as hate symbols or culturally appropriative attire, is not tolerated at Fringe Theatre events or property.

### Reporting

It is the responsibility of a director, manager, or any person within the organization supervising one or more employees/volunteers/artists to take immediate and appropriate action, reporting and following up with any incident of harassment, violence, discrimination, bullying, or abuse that is witnessed, disclosed, or complaint report. Every report must be followed up in a timely manner using the process outlined by Fringe Theatre.

### Violation of Policy

Violation of this policy may result in disciplinary action, including but not limited to immediate dismissal from the site or event, banning from future participation in Fringe Theatre produced events or property, and/or termination of employment or position within the organization.