



Code of Conduct Policy

Updated: August 10, 2018

Overview

We ask all Fringers to adhere to the following code of conduct, including any person who comes on site to the ATB Financial Arts Barns, the Edmonton International Fringe™ Theatre Festival grounds or Festival partnering venue, or who represents and/or participates in a Fringe Theatre produced event.

Fringers will not participate in or condone activities 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.

Definitions

1. **Fringers:** Any person who comes on site to the ATB Financial Arts Barns, the Edmonton International Fringe™ Theatre Festival grounds or partnering venue, or who represents and/or participates in a Fringe Theatre produced event. This includes but is not limited to attendees, patrons, sponsors, donors, vendors, renters, performers, crew members, volunteers, and staff.
2. **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parties wanting to engage in an activity to obtain clear consent from the other, and to recognize that consent can be withdrawn at any time.

3. **Discrimination:** A distinction, whether intentional or not, 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.
4. **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; and

- 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.

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Additionally, all Fringers will maintain Fringe Theatre, the ATB Financial Arts Barns, the Edmonton International Fringe™ Theatre Festival, and all events produced by Fringe Theatre as a safe place by:

- Maintaining positive, respectful relationships with fellow community members;
- Acting with honesty and integrity, declining to participate in or condone any activities that may be considered unethical or illegal;
- Avoiding participating in or condoning activities that may put people in harm's way or risk their physical, emotional, or mental wellbeing;
- Practicing active consent when engaging in activities of a sexual nature;
- Supporting 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;
- Not participating in or condoning in activities that may be bullying, non-consensual, discriminate, harassing, or violent in nature; and
- Maintaining a drug and tobacco-free environment by not utilizing such products on site.

Violation of Policy

Violation of this Code of Conduct may result being removed from the grounds, and/or banned from participating in future activities related to Fringe Theatre or the ATB Financial Arts Barns.