



POLICY TO PROMOTE A CULTURE OF ANTI-RACISM, ANTI-HARASSMENT, AND EQUITY

Positive Standards of Behaviour

Essential Collective Theatre (ECT):

- strives to be anti-racist.
- strives to be feminist.
- strives to provide a positive space for 2SLGBTQ+ people and communities.

ECT's activities, projects, and productions are to be safe spaces where all human beings are treated with equal value and respect.

ECT requires that Staff and the Board of Directors take the onus on themselves to educate themselves about anti-racism and feminism.

ECT shall positively work to educate its staff and Board of Directors and members on anti-racism and feminism.

ECT shall positively seek to program work by and feature BIPOC artists in every season.

ECT activities are to be free from psychological harassment, personal harassment, and bullying.

ECT supports equity, diversity, and the dignity of all people and promotes equality in our learning programs, services, and employment and in the conduct of its affairs.

ECT recognizes a richly diverse society in Niagara and beyond; as well as a duty to act in a manner that promotes equity across race, gender identity, sexual orientation, economic position, creed, age, national origin, physical and mental abilities.

ECT commits to creative freedom and freedom of thought, inquiry, and expression among its members that may result in respectful disagreements regarding artistic practice, beliefs, or principles.

What We Stand Against

We neither condone nor tolerate behavior that undermines the dignity of any person.

We do not tolerate any behavior that creates or contributes to an intimidating, hostile, or offensive environment.

We do not accept discriminatory speech or conduct, harassment, assault, sexual assault or hate speech.

ECT acknowledges that we exist within a culture of misogyny and racism. We shall work against these attitudes and the policies that propagate them.

We oppose behavior that undermines dignity, self-esteem, or productivity and prohibits any form of discrimination or harassment whether it occurs on our premises or in conjunction with company-related activities.

Proactive Measures to Create Safety

ECT will act promptly and efficiently to deal with harassment and discriminatory behaviours. We will work to ensure that individuals who believe that they have been subjected to harassment or discrimination are able to express concerns and register complaints without fear of retaliation or reprisal. We will exercise care to protect and respect the rights of both the complainant and the respondent. ECT considers harassment and discrimination in all forms to be serious offences. What is paramount in dealing with any reported incident, is empowering the complainant. We will always respect the complainant's agency.

Complaint Process & Artist Care

Any artist, volunteer, staff or Board member, or any associated individual involved in ECT's activities who feels that their dignity or safety has been infringed upon may make a complaint and receive a response promptly and with appreciation (it matters to us). We will ask what the complainant needs in the moment and what they need from us to repair or help. We will ask how they would like to proceed and respect the complainant's requests.

Complaint Management Process

ECT will never require any party to commit to non-disclosure of the incident.

In making a complaint, the Complainant may specify how they wish to engage (if at all beyond the initial complaint) or with the person about whom the complaint is made.

ECT does not have therapists, certified mediators, or sharing circle leaders, but we will endeavour to facilitate connection with services that are requested. The mediator or reconciliation leader will be a neutral person, who is agreed upon by both parties.

Artist Care

ECT will take proactive measures to ensure the safety of the Artists we engage including: engaging trained staff and volunteers; creating signals for safety and intervention; engaging equipped moderators to encourage thoughtful, respectful discourse for panel discussions; providing artists the choice to engage or not with the public after performances; and a joint first-day rehearsal statement through CAEA's, Not In Our Space! program.

ECT shall not demand anything of the Artist outside of the production that we have contracted the Artist to deliver.

ECT will provide appropriate resources where necessary, to achieve dignified self-representation.