

## The Cultch Respectful Workplace Policy

Approved by the Board: May 7, 2019

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The Cultch values the diversity of its workforce, volunteers, patrons and visitors and is committed to providing a work environment supportive of human dignity and respect. It is the policy of The Cultch to ensure that every employee and volunteer is entitled to a workplace free of intimidation, discrimination, harassment, bullying and workplace violence.

Harassing and/or discriminatory behaviours are those that are not welcome, which are personally offensive, which debilitate morale, and which therefore interfere with work effectiveness. Any and all conduct that is considered harassing, coercive, intimidating, hostile, bullying or offensive in nature will not be tolerated.

We acknowledge our presentations and rentals may be challenging and can create discomfort. We prioritize employee and artist dignity, personal safety and self-determination of boundaries.

This policy pertains to all employees and volunteers and extends to all of The Cultch activities, as well as other activities that take place on our premises.

The Cultch will treat any complaint of harassment with seriousness, sensitively and discretion and acknowledge our responsibility to take appropriate action to stop such conduct. If circumstances require, steps may include mediation, remedial action, discipline, third party facilitation or legal action. We will make every effort to maintain confidentiality.

This is a living commitment and will evolve as conversations continue and new realities emerge in our communities. We welcome feedback.

We pledge to work together to build an open and inclusive work environment where everyone can thrive.