



Safer Environment and Anti-Harassment Policy

Policy Statement

Jazz Winnipeg is committed to fostering a harassment-free, safe environment where all artists, board members, employees, volunteers and stakeholders are treated with respect and dignity.

Anyone employed by Jazz Winnipeg as a staff member, board member, contract employee, volunteer, musician/artist or supplier is expected to behave respectfully and in return should expect to work in a safe, equitable environment.

Application

This policy applies to all behaviour that is connected to work at Jazz Winnipeg, including during off-site meetings and events.

Definitions

A Safer Environment can be defined as a space which does not condone behaviour, language, or action that is likely to undermine the dignity, safety, self-esteem or productivity of any of its members or employees and prohibits:

- a. Discrimination or harassment based on Protected Characteristics as listed in The Human Rights Code (Manitoba) including:
 - i. Ancestry, including colour and perceived race;
 - ii. Nationality or national origin;
 - iii. Ethnic background or origin;
 - iv. Religion or creed, or religious belief, religious association or religious activity;
 - v. Age;
 - vi. Sex, including sex-determined characteristics or circumstances, such as pregnancy, the possibility of pregnancy, or circumstances related to pregnancy;
 - vii. Gender identity, gender expression, or circumstances related to gender;
 - viii. Sexual orientation;
 - ix. Marital or family status;
 - x. Source of income;
 - xi. Political belief, political association or political activity;
 - xii. Physical or mental disability or related characteristics or circumstances, including reliance on a service animal, wheelchair, or any other remedial appliance or device;

- xiii. Social disadvantage.
- b. Discriminatory or harassing behaviours and actions including but not limited to:
 - i. Racism
 - ii. Sexism
 - iii. Ableism
 - iv. Homophobia
 - v. Biphobia
 - vi. Transphobia
 - vii. Islamophobia
 - viii. Anti-Semitism
- c. Sexual violence, including but not limited to:
 - i. Sexual Assault
 - ii. Sexual Harassment
 - iii. Stalking
 - iv. Indecent Exposure
 - v. Voyeurism
 - vi. Non-consensual distribution of a sexually explicit content, such as photographs or recordings
 - vii. Stealthing
 - viii. Other forms of sexual violence or harassment.
- d. Personal harassment including but not limited to:
 - i. A severe single incident or a series of incidents of objectionable and unwelcome conduct or comments, directed toward a specific person or group, which does not serve a reasonable work or academic purpose, and objectively would have the effect of creating an intimidating, humiliating, hostile or offensive work or learning environment;
 - ii. Verbal or written abuse, threats or intimidation that objectively is humiliating or demeaning;
 - iii. Objectionable and unwelcome conduct or comments that objectively impacts the mental or physical health of another person.

Action

To ensure a safer, respectful work environment, Jazz Winnipeg will:

- a. Ensure that staff, board members and volunteers are made aware of and understand what constitutes a safe and respectful work environment;
- b. Clearly communicate the policies and procedures for addressing a violation of the policy;
- c. Review the Code of Conduct policies on an annual basis
- d. Take reasonable measures to ensure the security of staff, board members, volunteers and contract staff at all Jazz Winnipeg events including:
 - providing sufficient security
 - ensuring safe working conditions
- e. Ensure that all actions taken regarding policies outlined in this document are given due consideration and all parties involved are treated fairly and with respect.

If a complaint is made regarding harassing or discriminatory behaviour exhibited during work related to Jazz Winnipeg activities, Jazz Winnipeg reserves the right to take immediate action on the incident.

Physical Violence

Jazz Winnipeg will operate with zero-tolerance on any instances of physical violence or threat of physical violence. Should this occur, the perpetrator(s) will be asked to leave by the senior staff person or board member on site.

Harassment & Abusive Behaviour

If a complaint is made that does not threaten the immediate physical safety of a member or patron, senior staff person or board member has the right to determine the immediate action to be taken, including but not limited to:

- a. A verbal warning to the accused individual to cease the violating speech/behaviour/ action;
- b. Other actions deemed satisfactory to resolve the situation.

If a warning or resolution is disregarded by an accused individual, and further harassing or abusive behaviour is exhibited, the accused individual will be asked to leave the space by the senior staff person or board member in charge.

- a. If further action to address the violation of the Code of Conduct is required, Jazz Winnipeg reserves the right to:
 - Ban or suspend the individual from Jazz Winnipeg events and/or spaces
 - Cease further employment, contracts or business transactions with the individual.

If an individual has been banned or suspended, and the individual believes the resolution to the situation is unfair or unwarranted, they may submit complaint to the following Jazz Winnipeg authorities:

- a. Executive Director or equivalent senior staff person
- b. Any two members of the Board of Directors

Following a review of the complaint, Jazz Winnipeg may either choose to uphold the decision, suggest an alternative solution, or strike the decision.

Enquiries about the policies and procedures outlined here can be made to the Jazz Winnipeg Executive Director or Board of Directors at:

007-100 Arthur Street
Winnipeg, MB R3B 1H3
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info@jazzwinnipeg.com