

Youth Infringement Festival - Code of Conduct

Youth Infringement is committed to providing an environment free of discrimination and harassment, where all individuals are treated with respect and dignity. A positive climate exists when all members of the community feel safe, comfortable, accepted, and valued.

Under the [Ontario Human Rights Code](#) (OHRC), every person has the right to be free from harassment and discrimination in the workplace. Harassment or discrimination will not be tolerated at Youth Infringement. Under the Occupational Health & Safety Act (OH&SA) there is also a prohibition regarding sexual harassment as well as workplace bullying.

Harassment can also include words or actions that are offensive or unwelcome and are not based upon the Ontario Human Rights code. If a claim of harassment or discrimination is proven, disciplinary measures may be applied, up to and including possible termination of employment, participation, or other form of engagement with the Festival.

Youth Infringement is committed to a comprehensive strategy to address harassment and discrimination, including:

- Providing training and education to make sure everyone knows their rights and responsibilities.
- Regularly monitoring organizational systems for barriers relating to Code grounds.
- Providing an effective and fair complaints procedure.
- Promoting appropriate standards of conduct at all times.

This code does not take away, replace, or supersede an individual's right to pursue a complaint to the Ontario Human Rights Commission, the Ministry of Labour, a police report and/or investigation, or seek legal counsel.

If you have any questions about these policies and procedures, suggestions for improvement, or other concerns please email youthinfringeboard@gmail.com to get in touch with our team or make use of our [Anonymous Reporting Form](#) at any time.

The **objectives** of this Policy are to:

- Make sure that all participants, staff, mentors, volunteers, Board members, audiences, and associates of Youth Infringement are aware that **harassment and discrimination are unacceptable practices** and are incompatible with the standards of this organization, as well as being a possible violation of the law.
- Set out generally, examples of the types of behaviour that may be considered offensive and are prohibited by this policy.

The right to freedom from discrimination and harassment extends to all persons present within the organization, including participants, Board members, staff, mentors, and volunteers.

It is also unacceptable for members of Youth Infringement to engage in harassment or discrimination when dealing with audience members, donors, or with others they have professional dealings with, such as funders, sponsors, suppliers or service providers.

This policy applies at every level of the organization and to every aspect of the Festival environment, including auditions, employment interviews, training, meetings, closed and public Festival events, and employment termination.

This policy may also apply to events that occur outside of the Festival workplaces (online and physical) such as during rehearsals and mentorship sessions.

This policy prohibits discrimination or harassment based on the following grounds, and any combination of these grounds:

- Age.
- Creed (religion).
- Sex (including pregnancy and breastfeeding).
- Sexual orientation.
- Gender identity.
- Gender expression.
- Family status (such as being in a parent-child relationship).
- Marital status (including married, single, widowed, divorced, separated or living in a conjugal relationship outside of marriage, whether in a same-sex or opposite-sex relationship).
- Disability (including mental, physical, developmental or learning disabilities).
- Race.
- Ancestry.
- Place of origin.
- Ethnic origin.
- Citizenship.
- Colour.
- Record of offences (criminal conviction for a provincial offence, criminal conviction for a provincial offence, or for an offence for which a pardon has been received).
- Association or relationship with a person identified by one of the above grounds.
- Perception that one of the above grounds applies.

The following behaviour is prohibited:

Discrimination: means any form of unequal treatment based on a Code ground, whether imposing extra burdens or denying benefits. It may be intentional or unintentional. It may involve direct actions that are discriminatory on their face, or it may involve rules, practices or procedures that appear neutral, but disadvantage certain groups of people. Discrimination may take obvious forms, or it may happen in very subtle ways. Even if there are many factors affecting a decision or action, if discrimination is one factor, that constitutes a violation of this policy.

Harassment: means a course of comments or actions that are known, or ought reasonably to be known, to be unwelcome. It can involve words or actions that are known or should be known to be offensive, embarrassing, humiliating, demeaning or unwelcome, based on a ground of discrimination identified by this policy. Harassment can occur based on any of the grounds of discrimination.

Examples of harassment include:

- Descriptions/comments, Epithets, remarks, jokes or innuendos related to a person's race, gender identity, gender expression, sex, disability, sexual orientation, creed, age, or any other ground.
- Posting or circulating offensive pictures, graffiti or materials, whether in print form or via e-mail or other electronic means.
- Singling out a person for humiliating or demeaning "teasing" or jokes because they are a member of a Code-protected group or otherwise.
- Comments ridiculing a person because of characteristics that are related to a ground of discrimination. For example, this could include comments about a person's dress, speech or other practices that may be related to their sex, race, gender identity or creed.
- If a person does not explicitly object to harassing behaviour, or appears to be going along with it, this does not mean that the behaviour is okay. The behaviour could still be considered harassment under the Code.

Sexual and gender-based harassment: sexual harassment is a form of harassment that can include:

- Gender-related comments about a person's physical characteristics or mannerisms
- Paternalism based on gender which a person feels undermines their self-respect or position of responsibility.
- Unwelcome physical contact.
- Suggestive or offensive remarks or innuendoes about members of a specific gender.
- Propositions of physical intimacy.
- Gender-related verbal abuse, threats or taunting.
- Leering or inappropriate staring.
- Bragging about sexual prowess or questions or discussions about sexual activities.
- Offensive jokes or comments of a sexual nature about an employee or client.
- Rough and vulgar humour or language related to gender.
- Display of sexually offensive pictures, graffiti or other materials including through electronic means.
- Demands for dates or sexual favours.

Sexual Solicitation: this policy prohibits sexual solicitations or advances by any person who is in a position to grant or deny a benefit to the recipient of the solicitation or advance. Acts of revenge Reprisals for rejecting such advances or solicitations are also not allowed.

Poisoned environment: a poisoned environment is created by comments or conduct (including comments or conduct that are condoned or allowed to continue when brought to the attention of staff or Board management) that create a discriminatory work environment. The comments or

conduct need not be directed at a specific person, and may be from any person, regardless of position or status. While normally, this is a series of comments or actions, in extreme cases, a single comment or action, if sufficiently serious, may create a poisoned environment.

Bullying: is classified as behavior that psychologically or physically hurts, manipulates, or isolates a person within the Festival environment. It can involve a singular or repeated incident, or a pattern of behavior that may intimidate, offend, degrade, abuse, or humiliate a person or group of people. While bullying is a form of aggression, the actions can be both obvious and subtle. It is also qualified as the assertion of power through aggression by those in a position of influence or authority. Youth Infringement considers bullying a form of harassment that is under no circumstances to be tolerated, condoned, or ignored.

All persons present in Youth Infringement are expected to uphold and abide by this policy, by refraining from any form of harassment or discrimination, and by cooperating fully in any investigation of a harassment or discrimination complaint.

Board and senior staff have the additional responsibility to act immediately on observations or allegations of harassment or discrimination. Board members and senior staff are responsible for creating and maintaining a harassment and discrimination-free organization, and should address potential problems before they become serious.