

The Skeleton Park Arts Festival is committed to providing a work environment in which all Members, Directors, staff, contract workers, volunteers, and participants are treated with respect and dignity. Harassment will not be tolerated from any person working with or participating in the activities of the Skeleton Park Arts Festival. “Harassment” includes:

- Offensive or intimidating comments or jokes
- Bullying or aggressive behaviour
- Displaying or circulating offensive pictures or materials
- Inappropriate staring
- Sexual harassment and unwelcome solicitations, or solicitations when the person making them is in a position of power over the person to whom the solicitation is being made
- Isolating or making fun of a person because of gender or racial or political identity.

In general, the Skeleton Park Arts Festival will follow the best practices, as detailed by the government of Ontario, and which are updated as new and relevant information becomes available. The current website detailing this information is https://www.labour.gov.on.ca/english/hs/pubs/fs_wvh_employer.php. The Skeleton Park Arts Festival notes that this information is specifically relevant to employees, not to volunteers. However, the Skeleton Park Arts Festival will make best efforts, in consideration of its resources, to pursue all complaints of harassment to the best of its abilities.

Members, Directors, staff and contract workers of the Skeleton Park Arts Festival shall all take reasonable steps to create an environment free from harassment. Members, Directors, staff and contract workers are encouraged to report any incidents of harassment to any member of the Board, and shall encourage volunteers and participants to report incidents of harassment. Members, staff and contract workers who report harassment will not be penalized or disciplined for reporting harassment or participating in an investigation involving harassment.

The names of any parties involved in a harassment report shall, as much as possible, be kept confidential. The Board will not disclose identifying information of the person who has been harassed, or the person who has made the report, without their written consent; however, lack of consent to disclosure of identifying information may constrain the Board’s ability to investigate.

The Board shall investigate all reports of harassment, and shall prepare a written report of the investigation. This report shall include: the name of the reporting party, the name of the party reported to have acted in a harassing way and the nature of the incident or incidents, whether or not the reporting and/or harassed party consented to disclosure of their identifying information,

what steps the Board took to investigate, any conclusions the Board may reach about the incident or incidents, and what steps the Board took as disciplinary or corrective action.

The Board may determine there is a conflict of interest, or the person reporting may, in their report, note that, in their perception, there is a conflict of interest in the Board investigating. In the event that there is a conflict of interest in the Board investigating, then the Board may ask other Members or staff to perform the investigation and prepare the report.

In the event that the Board discovers, in the course of an investigation or otherwise, that there is a risk of harm to a Member, Director, staff, contract worker, volunteer or participant of Skeleton Park Arts Festival because of harassment or the possibility of harassment or violence, then the Board shall immediately take steps to protect the relevant and appropriate person or people from harm.

Notwithstanding the above, nothing prohibits a Member, Director, staff, contract worker, volunteer or participant of Skeleton Park Arts Festival from taking a report of harassment to the police or other relevant authorities, rather than to the Board.