

1 GOVERNANCE

GPLT POLICY AND PROCEDURES

1.2.4 Safety and Inclusion

Docs to update: production handbook, cast handout, production team handout
Approved: January 16, 2024

Last Review: January 2024
Review Period: 24 months
Next Review: January 2026

PURPOSE

GPLT strives to forge a healthy and creative environment with people working collectively in mutual respect through the following principles; inclusion, physical safety, emotional safety and freedom from violence and harassment.

Inclusivity is a universal human right. The aim is to embrace people of any race, gender identity, sexual orientation, disability, medical or other need. It is about giving equal access and opportunities to people that might otherwise be marginalized.

Violence and harassment in any form are not acceptable within the GPLT organization and must be addressed.

INFORMATION

Consensual Contact and Interactions are all personal contact with positive and ongoing consent. This consent can be retracted at any time.

Physical Safety encompasses not only safety in the environment you are physically working in but also safety during direct human interactions.

Emotional Safety enables us the freedom to collaborate, dream, be creative, share ideas, feel compassion and express ourselves freely with one another. In a production we might explore our emotions in a way that makes us feel vulnerable. Through empathy, self-awareness and learning self-regulation, we build trust amongst the cast and crew to ensure a positive experience for everyone.

Harassment includes any objectionable conduct which may create an intimidating, offensive or hostile environment. It denies an individual the respect and dignity they deserve, affecting overall performance and comfort. Harassment may include unwelcome swearing, remarks, jokes, innuendos, taunting or degrading comments about a persons race, religion, colour, gender, gender identity, sexual orientation, physical or mental capabilities, age, ancestry, marital status, source of income or place of origin. Harassment includes refusing to work with someone, insulting gestures, words, jokes, pranks which may cause embarrassment, any unwelcome behaviour because of the above.

Violence means the threatened, attempted, or actual conduct of a person that causes or is likely to cause physical or psychological injury or harm. Violence can include, but is not limited to, physical attack or aggression, threatening behaviour, verbal or written threats, domestic violence and sexual violence.

This policy applies to all people who volunteer, work at, contract with, watch or participate in any way in any activities of the Grande Prairie Live Theatre including at the KMSC Law Performing Arts theatre. This policy applies to all persons who have entered in a contract with the theatre and includes, but is not limited to, artists, designers, Rising Star Theatre ("RST") teachers and rental clients.

Unwelcome Inquiries or Comments may be about an individual's personal life, physical attributes or appearance. These can be written, verbal or threatening in nature. Unwelcome sexual remarks, innuendo's, gestures, remarks, whistling, or taunting regarding a person's appearance, body, attire, age, marital status or health. It can be as an advance or solicitation made by an individual in a position of power. Examples include express or implied promise or reward for complying with a sexual request, comments unduly emphasizing gender, unwanted advances, touching, patting, pinching, leering, sexual jokes which cause embarrassment, unwelcome displays of pornography, derogatory or offensive graphic materials of a sexual nature.

PROCEDURE

GPLT has put in place Violence and Harassment Reporting and Resolution Procedures which are made available to everyone along with this Policy. Everyone will be required to review and sign the GPLT Commitment to Provide a Safe and Inclusive Workplace contract.

Additional Considerations

If you notice something involving or related to any activities of GPLT that is unsafe, it is important to bring it to the attention of the production team or the KMSC Law Performing Arts Theatre Staff.

If you are being asked to do any activity or task beyond your physical capabilities or comfort level, please bring it to the attention of your creative team or Board Liaison. Consent is of the utmost importance.

If at any point in time you are uncomfortable with a situation, you have several options. You can talk to any person you trust in the cast, your scene partner, creative team, or Board Liaison to find a comfortable solution.

You have options for Conflict Resolution (not in any order of importance or action)

1. Address the conflict with the individual(s) involved. If no resolution can be achieved, or;
2. Make the creative team aware of the conflict. If resolution still cannot be achieved, or;
3. Contact your Production Rep to make them aware of the issue. The Production Rep may bring your concerns to the board in confidence to attempt a resolution.

If at any time you feel unsafe or if attempting steps 1 and/or 2 may lead to violence or harassment, please feel free to contact the Production Rep right away.

NOTES

Also see Policy 1.2.3. Conflict Resolution, for more information.