



## Safe(r) Spaces: Intrepid Theatre Anti-Discrimination & Harassment Policy & Procedure (Non-Staff)

Intrepid Theatre is committed to a healthy, respectful, inclusive, harassment-free environment for all individuals. We build and promote a climate of understanding and mutual respect where all individuals are equal in dignity and rights. Under the BC Human Rights Code, every person has the right to be free from harassment and discrimination. Harassment in any form will not be tolerated. This policy is intended to prevent harassment, and to deal quickly and effectively with any incident that may occur.

### Who is covered by the policy?

This policy applies to all persons who attend any of Intrepid Theatre's workspaces, including without limitation, patrons, volunteers, renters, artists and other third-party participants, independent contractors, and members of the Board of Directors. Company workspaces include, but aren't limited to, administrative and festival offices, theatre and festival venues, special event spaces, and outdoor spaces.

### HARASSMENT AND DISCRIMINATION

Intrepid theatre has zero tolerance for harassment or discrimination of any kind. This includes but is not limited to:

- 1) Physical harassment
  - a. Direct threats of intent to inflict harm
  - b. Physical attacks (hitting, shoving, kicking)
  - c. Threatening behaviour (shaking fists angrily)
  - d. Destroying property that belongs to another person
- 2) Sexual harassment
  - a. Sharing nude or sexual photos of oneself or others
  - b. Sexual comments, jokes, questions
  - c. Inappropriate touching
  - d. Inappropriate sexual gestures
- 3) Emotional or psychological harassment
  - a. Isolation or exclusion
  - b. Belittling or trivializing
  - c. Discrediting, defamation or spreading rumours
  - d. Gaslighting
- 4) Verbal harassment
  - a. Unfair or inaccurate criticism
  - b. Unwanted heckling
  - c. Slurs or unwanted cursing
  - d. Yelling
- 5) Online harassment
  - a. Sharing humiliating images or stories
  - b. Spreading lies or gossip on social media
  - c. Sending harassing emails or messages
  - d. Creating memes or images with intention to mock or harm
  - e. Posting non consensual digital material
  - f. Intentionally misquoting

### Microaggressions

Intrepid Theatre considers constant use of microaggressions to intimidate, belittle, exclude or annoy another person as a form of harassment that will not be tolerated. Microaggressions, over time, result in a toxic environment for those who frequently experience them.



## Safe(r) Spaces: Intrepid Theatre Anti-Discrimination & Harassment Policy & Procedure (Non-Staff)

Microaggressions may include but are not limited to:

1. Constant comments about a person's appearance, clothing, race, ethnicity, lifestyle or identity
2. Constant violation of personal boundaries
3. Comments that are belittling, demeaning or patronizing
4. Touching of someone's hair, clothes or personal items

### Trans Exclusionary Behaviour

Intrepid Theatre has zero tolerance for anyone who perpetuates or supports TERF (Trans Exclusionary Radical 'Feminists') or similar ideologies at an Intrepid event or space, which attack, exclude, and seek to delegitimize trans and gender diverse people, and reserves the right to remove and ban them from any Intrepid Theatre event or space. Unacceptable behaviour may include, but is not limited to:

1. Exclaiming or implying that trans women are not women and/or trans men are not men
2. Threats of verbal or physical violence toward trans and/or non-binary people
3. Trans-misogynistic language or intent

### Discrimination:

Intrepid Theatre has a zero tolerance for discrimination including but not limited to racism, sexism, homophobia, biphobia, transphobia, misogyny, transmisogyny, fatphobia, ableism, audism, ageism, classism, Islamophobia, anti-Blackness, anti-Semitism, rhetoric or bigotry of any kind. Discrimination may appear in the form of, but is not limited to:

1. Verbal or written slurs
2. Exclusion or denial of entry based on identity
3. Cultural appropriation or mockery of sacred traditions
4. Harmful Stereotyping

### ACCOUNTABILITY

Intrepid Theatre strives to provide a space where people feel safe to engage and participate. In order to resolve conflict, Intrepid Theatre reserves the right to establish the following consequences for behaviour that does not adhere to the Safe{r} Spaces Policy:

1. A verbal warning
2. A written warning
3. A temporary or partial ban from Intrepid Theatre events and/or spaces
4. A permanent ban from Intrepid Theatre events and/or spaces.

### Removal From Events and/or Spaces

Intrepid Theatre staff or board, or event/space staff, reserve the right to ask anyone to leave an event and/or space if there is immediate necessity to do so. A person may be asked to leave an event and/or space in one of the following circumstances:

1. If they are displaying behaviour that is evidently toxic or abusive, and breaching the Safe{r} spaces policy
2. If they are putting themselves or others in harm's way



## Safe(r) Spaces: Intrepid Theatre Anti-Discrimination & Harassment Policy & Procedure (Non-Staff)

3. If they are behaving contrary to the space rules or guidelines
4. If an artist or production personnel asks for them to be removed
5. If the person is identified as a threat or risk by someone else present
6. If they are intentionally disrupting the event and refuse to stop

### Addressing Conflict

Intrepid Theatre endeavours to resolve conflict in a way that ensures those who have been harmed have their voices and experiences centered. To this end, those who report or raise concerns will be involved, where possible, in the resolution.

1. A person may file a harassment complaint verbally or in writing by contacting the Artistic or Managing Director. If the complaint is made verbally, the Artistic or Managing Director will record the details provided by the person
2. The Artistic Director or Managing Director will tell the person that a complaint has been made against them, either in writing or in person. Where applicable, they will also provide details of the allegations that have been.
3. The Artistic or Managing Director will advise both parties of the timeframe within which the complaint will be addressed and/or resolved. If either party to a harassment complaint believes that the complaint is not being handled in a timely manner, they should contact the Artistic or Managing Director or one of the Board Members.

### Responsibility of Management

It is the responsibility of any person within this company in a supervisory capacity of one or more people to take immediate and appropriate action to report or deal with incidents of harassment of any type whether brought to their attention or personally observed. Under no circumstances should a legitimate complaint be dismissed or downplayed nor should the complainant be told to deal with it personally.

### Further Redress

Any person who is not satisfied with the outcome of the harassment complaint process may file a discrimination complaint with the BC Human Rights Tribunal.

### Who is responsible for the policy?

Julie Haddow —Managing Director ([julie@intrepidtheatre.com](mailto:julie@intrepidtheatre.com)) and Sean Guist([sean@intrepidtheatre.com](mailto:sean@intrepidtheatre.com)) are responsible for making decisions related to this policy. Enquiries about this policy and related procedures can be made to either or both of them.

### Personal Responsibility

By entering into a contract or agreement (rental, artist, volunteer) with Intrepid Theatre, you are agreeing to conduct yourself in a manner that is in line with Intrepid Theatre's Safe(r) Spaces Policy. You commit to raising any issues of concern that you may have in the course of your involvement with Intrepid Theatre in accordance with the steps laid out in this Safe(r) Spaces Policy.