



## **Manitoba Choral Association Safe Space Policy**

FINAL Approved February 2020

### **PREAMBLE**

Manitoba Choral Association (MCA) seeks to create a welcoming, barrier-free, culturally respectful and inclusive environment for everyone to engage fully in the Manitoba choral community. The safety, diversity, inclusion, acceptance and accessibility of everyone who participates in our events, programs, and activities is therefore of utmost importance to our organization.

This Policy applies to all events, programs and activities where MCA has both authority and reasonable means to implement the provisions of this Policy. It applies to organizational staff, volunteers, members and participants at all levels, including contractors and/or sponsors who deliver MCA's activities.

### **POLICY**

MCA is dedicated to providing a harassment-free environment for everyone regardless of race, ethnicity, gender, gender identity and expression, sexual orientation, physical or intellectual ability, physical appearance, age, or religion; therefore we are committed to preventing and/or stopping any psychological and sexual harassment within the organization and/or at events and programs hosted by the organization, including any form of discriminatory treatment.

### ***Unwelcome Behaviours***

MCA takes the safety of all of its staff, volunteers and participants very seriously and will not tolerate harassment, discrimination or untoward conduct in its spaces. This includes the following behaviours:

- a) **Discriminatory Speech**: Disparaging, demeaning, or offensive remarks made about or directed at any individual or group on the basis of actual or perceived race, ethnicity, gender, gender identity and expression, sexual orientation, physical or intellectual ability, physical appearance, age, religion, or any other characteristic which is legally protected in Manitoba.
- b) **Threatening Conduct**: Intimidation, threats, or stalking; unwelcome following, photography, or recording; unwelcome or violent physical contact; or any other verbal or physical conduct intended to threaten, intimidate or coerce.
- c) **Conduct of a Sexual Nature**: Unwelcome sexual attention or advances; suggestive comments or gestures; requests for sexual favors; or other verbal or physical conduct of a sexual nature.
- d) **Graphic Content**: The display of sexual content and imagery, or content that is otherwise graphic.
- e) **Disruption**: Deliberate disruption of concerts, programs, or events.
- f) **Other Conduct**: Any other conduct that MCA reasonably determines would interfere with its events or the safety and comfort of participants.

### ***Corrective Action***

Any MCA staff member, volunteer, member or participant exhibiting any of the behaviours listed above will be asked by the MCA Executive Director or board member to stop said behaviour and/or



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leave the event premises and are expected to comply immediately. In serious cases, the behaviour will be reported to venue security and/or local law enforcement.

Note that corrective action may be taken in any circumstance where prohibited behavior has occurred, is occurring, or can reasonably be expected to occur. Further, any incidence of prohibited behavior may be subject to corrective action regardless of the severity of such behavior; regardless of whether such behavior is isolated or repeated; and regardless of whether such behavior constitutes an illegal act under any applicable law or regulation.

### ***Banning Individuals***

Manitoba Choral Association stands in solidarity with members and affiliate organizations that have established no trespassing orders against individuals. MCA has the right to uphold and enforce said trespassing orders at MCA events and programs.

Further, MCA shall have the authority to ban an individual from our programs and/or individual events. Such bans shall be imposed at the discretion of the MCA Board of Directors. An individual may be banned for severe or repeated violation of this Policy; or on the basis of credible reports of conduct that would constitute a severe or repeated violation of this Policy, where such conduct occurred in relation to events or programs not otherwise subject to this Policy; or otherwise where necessary to protect the safety and comfort of event participants and/or MCA staff, volunteers, members, or event participants.

Any individual banned pursuant to this Policy shall be notified of such ban in writing, which may be delivered by electronic mail. Notices of bans pursuant to this Policy shall be issued by a designated member of the MCA Board of Directors.