

# STRAWBERRY THEATRE | WORKSHOP

## ANTI-HARASSMENT POLICY

10 MAY 2018

Strawberry Theatre Workshop (Strawshop) is committed to maintaining an environment free from harassment and discrimination in all aspects of its operations. This commitment extends to all staff, interns, volunteers, vendors, board members, colleagues and members of the public against any individual who works for or comes into contact with the company.

All people working with and on behalf of Strawshop are expected and required to abide by this policy. No person will be adversely affected in affiliation with Strawshop as a result of bringing complaints of unlawful harassment made in good faith. Retaliation will not be tolerated. Any person affiliated with Strawshop found to have harassed or retaliated against another Strawshop employee, volunteer, board or audience member will be subject to disciplinary action up to and including termination of employment.

### **Examples of conduct that may lead to disciplinary action include:**

- Hostile, intimidating, threatening, or unwelcome conduct directed at an individual because of that individual's status as outlined above;
- Demeaning or hostile written, graphic, or verbal communications, including off-hand comments, epithets, jokes, slurs or negative stereotyping directed at any individual because of or regarding that individual's status;
- Unwelcome verbal or physical sexual advances; physical conduct or gestures such as standing too close, leering, or sexually suggestive gestures or physical movements; requests for sexual favors; or sexually explicit remarks or derogatory comments based on gender.

### **Complaint Filing and Resolution**

Persons who feel they have been discriminated against or harassed should immediately report it to their manager, the Artistic Director, or to a member of the Board of Trustees. If the complaint is against the Artistic Director, the report must go directly to the Board of Trustees via the contact details on the Strawshop website.

All reports will be treated with as much confidentiality as possible. The Board will respond promptly.

This policy is a living document owned and maintained by the Board of Trustees.