



December 2018

## **THEATRE UNLIMITED PERFORMING ARTS ANTI-HARASSMENT POLICY**

### **Introduction**

Theatre Unlimited Performing Arts (TUPA) is a community-based musical theatre group established in Mississauga in 1989. The group is committed to supporting the arts and culture in the City of Mississauga by entertaining the community with quality musical theatre productions. In addition to producing a musical production each year, TUPA is committed to offering individuals an inclusive and family-friendly, community theatre organization in which to become involved.

### **Policy Requirements**

1. No board member, contracted staff, member or volunteer shall exercise physical force that could cause physical injury or threaten to exercise such physical force while engaged in activities (including social activities) sponsored by TUPA.
2. No board member, contracted staff, member or volunteer shall, while engaged in activities (including social activities) sponsored by TUPA, engage in any conduct which constitutes harassment. For this purpose, harassment includes:
  - (a) engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome, including without limitation slurs, epithets, teasing, threats, verbal or physical abuse, derogatory comments or jokes, and the display or distribution of derogatory pictures or material.
  - (b) engaging in a course of vexatious comment or conduct because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome including without limitation, comments or jokes of a sexual nature, the display or distribution of pornographic pictures or material, inappropriate or uninvited touching or contact, sexual advances, requests for sexual favours, verbal or physical conduct of a sexual nature, or, sexual assault.

(c) making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the recipient and the person knows or ought reasonably to know that the solicitation or advance is unwelcome

3. If any member of the Board of Directors or any show producer or any artistic team member becomes aware of a possible breach of sections 1 or 2 above, they shall ensure that all appropriate steps are taken to investigate and escalate as required by the circumstances.
4. All reports of breach of this Anti-Harassment Policy will be addressed through the procedure established by TUPA's Complaints and Dispute Resolution Policy.

### **Updates to Policy**

This Policy shall be reviewed at least annually, or by schedule of review, and may be updated from time to time, as appropriate.