



Anti-Discrimination, Anti-Harassment and Respect Policy

PURPOSE

Arts AccessAbility Network Manitoba (AANM) is a safe space for all. As such AANM will not knowingly permit, and will take reasonable steps to terminate, any harassment or discrimination occurring in the organization, or with any activity associated with the organization.

The policy is designed to:

1. Define discrimination and harassment.
2. Define procedures for addressing a possible act of discrimination or harassment.

DISCRIMINATION AND HARASSMENT

Discrimination is differential treatment of an individual based upon membership in a particular group (real or perceived).

Harassment is unwanted abusive conduct or comment based upon or referring to one or more of the characteristics listed below.

Discrimination or harassment is prohibited on the basis of:

- ancestry
- race
- nationality
- ethnic background
- religion
- age
- pregnancy



- gender identity
- sexual orientation
- marital or family status
- source or level of income
- political beliefs
- association or involvements
- health status
- size
- physical or mental disability or related circumstances

Harassment can include:

- derogatory comments
- jokes
- teasing
- threats
- psychological manipulation including humiliation and intimidation
- display of offensive pictures, cartoons, etc.
- physical assault
- other unwanted physical contact such as touching, patting or pinching
- sexual solicitation, advances, and innuendoes
- shunning



COMPLAINTS PROCEDURE

If anyone associated with AANM believes they have been harassed, discriminated against, or treated disrespectfully within the operations or activities of the organization, the following actions will be undertaken:

1. The complainant is encouraged to discuss the incident with the offender if they feel safe to do so.
2. If the harassment, discrimination or disrespectful treatment continues, or if the complainant chooses not to speak to the offender, the Executive Director or the Board of Directors is to be informed.
3. The Executive Director and/or the Board will investigate any complaint as quickly and as confidentially as possible.
4. If evidence supports the complaint, action will be taken to stop the harassment and, if appropriate, discipline the offender.

CORRECTIVE ACTIONS

If after investigation it has been determined that harassment, discrimination, or disrespectful treatment has taken place, the Executive Director (or designate), provided they are not the offender or the complainant, may decide on one of the following actions or a combination thereof:

If the offender is a paid employee of AANM, **at least one** of the following actions will be taken in a timely fashion:

1. The Executive Director (or designate) will meet with the offender to discuss their behavior.
2. A full apology by the offender to the complainant.
3. A warning that a repeat offence will result in immediate dismissal (termination with cause).
4. A period of suspension without pay ranging from one week to one month.
5. Immediate dismissal without notice (termination with cause).
6. The matter will be brought to an Ombudsperson designated by the Board.
7. A police report will be filed.



If the offender is a participant in AANM programming or a AANM volunteer, **at least one** of the following actions will be taken in a timely fashion:

1. The Executive Director (or designate) will meet with the offender to discuss their behavior.
2. The offender will be encouraged to apologize to the complainant.
3. A full apology will be issued on behalf of AANM from the Board of Directors.
4. The participant will be asked to leave.
5. The participant will be barred from AANM and its programming.
6. A police report will be filed.

INDEPENDENCE

If Executive Director or a member of the Board of Directors is the alleged offender of the incident of discrimination or harassment, the investigation and subsequent corrective actions must be conducted by an independent outside agency.

RESPECT

Every AANM participant, volunteer, staff, and Board member is to be treated with dignity and respect regardless of age, gender identity or expression, mental or physical disability, place of origin, race, caste, class, religious beliefs, sexual orientation, gender identity, education level, or source or level of income.

Words or actions that express ableism, racism, ageism, sexism, misogyny, homophobia, or any other behaviour or language that may perpetuate oppression, are not acceptable and will be considered a violation of this policy.