

LAKEHEAD FESTIVAL OF MUSIC AND THE ARTS

CODE OF CONDUCT

The Code of Conduct applies to Lakehead Festival of Music and the Arts and all students, Teachers, volunteers, employees, parents and family/friends that participate and attend the festival.

The Code of Conduct provides the rights and responsibilities of the Festival in upholding its mission and fundamental principals

We pledge to create safer, more inclusive, respectful workplaces where artists can thrive, free from all forms of harassment, including sexual harassment, discrimination, bullying and violence.

Harassment can take many forms including unwanted sexual attention, inappropriate jokes or texts, threats, and other unwelcome verbal, written, visual, or physical communication or conduct.

The principals of respect, dignity and fairness are fundamental.

We believe that every individual participating and attending the festival should expect the following:

- An environment that encourages the creative process, provides transparent communication and promotes mutual respect from everyone involved
- A place free from harassment, discrimination, bullying and violence in all forms
- When harassment, discrimination or violence takes place, empowerment to speak out and report abuses will be taken seriously in good faith, expect thorough, timely investigations and appropriate measures and/or consequences
- Expect those they work with to recognize the personal and physical boundaries of others
- Never to have to be alone with individuals who make them uncomfortable or who threaten their safety
- Never be forced to conduct work in non-professional environments in which they may feel uncomfortable

In support of these values and expectations, we commit to:

- Enact policies and procedures that maintain zero tolerance for harassment, discrimination, bullying and violence
- Ensure that Code of Conduct, policies, and procedures are reviewed at least annually and attached to all contracts and letters of agreement
- Provide artists, workers, volunteers, and employees with definitions of harassment, discrimination, bullying, and violence
- Post the Code of Conduct and any policies, procedures and definitions at all venues and on the Lakehead Festival of Music and the Arts website.

- Each participant, teacher, and parent of the festival is expected to read and acknowledge The Code of Conduct prior to the festival each year.
- Ensure that all teachers, studio owners and parents know there is an open line of communication with the Festival Board and can reach out at any time to discuss and bring forth questions or concerns to be addressed.
- Ensure that the Code of Conduct apply to all individuals who conduct work with the Lakehead Festival of Music and the Arts, including artists, workers, guest artists, directors, choreographers, conductors, staff members, board members, contractors, suppliers, and volunteers
- Ensure that these policies apply in any environment where the festival or projects are being conducted, including festival venues, meetings, job interviews, company functions, fundraising events.

The performers that participate in the Lakehead Festival of Music and the Arts, tell the stories of our time and are our future. It is our shared responsibility to create safe spaces for them.

Harassment: Any unwanted verbal, written or physical behavior that is offensive and/or humiliating. This behavior may include, but is not limited to yelling, cursing, insulting, or intimidating a person in public or in private

Discrimination: Any action or inaction that treats a person or a group badly for reasons such as their race, age, disability, gender, gender identity, or sexual orientation

Bullying: Any use of force, coercion, threat, or intimidation directed towards a person or persons. This behavior may include, but it not limited to, the ongoing misuse of power through physical, social or verbal abuse

Violence: The intentional use of force, threatened or actual, that is intended to cause psychological or physical harm

If the Code of Conduct is not adhered to, this could result in disqualification, expulsion from the festival event or being denied the opportunity to participate in future events.

We ask that everyone leads with kindness and support of each other on and off the stage.