



## Respectful Behaviour at UHA Activities

At Union House Arts (UHA) we prioritize creating a safe, welcoming environment for participants during all of our programming and activities. This applies to all UHA activities and those attending UHA activities both online and in person. We appreciate your compliance in keeping UHA activities enjoyable for all!

We expect all participants in UHA activities to:

- Exercise consideration and respect in your speech and actions;
- Refrain from demeaning, discriminatory, or harassing behaviour and speech;
- Be mindful of your surroundings and of your fellow participants

Unacceptable at any UHA activity is:

- **Abuse:** Any action directed at an individual that (a) interferes substantially with that person's participation; or (b) causes that person to fear for his/her personal safety. This includes threats, intimidation, bullying, stalking, or other types of abuse.
- **Discrimination and/or Harassment:** Any conduct that discriminates or denigrates an individual on the basis of race, ethnicity, religion, citizenship, nationality, age, sexual or gender identity, disability, or any other characteristic protected by law in the location where the UHA activity takes place.
- **Sexual Harassment:** Unwelcome sexual advances, requests for sexual favors, or other verbal/physical conduct of a sexual nature.
- **Disrespectful conversations and behaviour**

Harassment can occur when there is no deliberate intention to offend. Be careful in the words that you choose. Harassment committed in a joking manner or delivered/expressed as a compliment still constitutes unacceptable behaviour. Remember that sexist, racist, and other exclusionary jokes can be offensive to those around you.

### Consequences of Unacceptable Behaviour

If a participant in a UHA activity engages in unacceptable behaviour, UHA reserves the right to take any action that UHA deems appropriate. This may include but not limited to:

- Remove an individual from any UHA activity without warning or refund;
- Prohibit an individual from participating in future UHA activities;
- Exclude an individual from UHA leadership positions;
- Exclude any individual from deriving other benefits from UHA activities; and,
- Refer the matter to the appropriate authorities