

## CODE OF CONDUCT POLICY

### Introduction

Persephone Theatre desires to maintain the highest standards of business ethics in all our interactions. This Code of Conduct does not specifically address every potential form of unacceptable conduct, and it is expected that all employees, artists, staff, contractors, volunteers, and Board members (collectively referred to as Personnel) will exercise good judgment to ensure compliance with the principles set out in this Code of Conduct. It is everyone's responsibility to challenge objectionable behaviour.

The goals of Persephone Theatre's Code of Conduct are to

- foster a culture that values the dignity, integrity, and diversity of every individual;
- behave in a manner which demonstrates these values;
- nurture an open, welcoming, safe, and accessible space to create and experience exceptional and thought-provoking theatre;
- protect Persephone Theatre from unnecessary exposure to risk, financial and reputational loss; and
- comply with the spirit and intent of all relevant legislation and regulations including laws and regulations related to discrimination, privacy, labour, safety, and the environment.

Persephone Theatre expects our Personnel to

- treat all individuals with dignity and respect;
- challenge overt and covert racism, oppression, harassment, discrimination, and bullying in the workplace;
- demonstrate a culture of safe communication;
- maintain zero tolerance for individual behaviour or language that is threatening, violent, racist, oppressive, bullying, discriminatory, harassing, or sexually harassing;
- maintain zero tolerance for workplace discrimination based on race, creed, age, gender, gender expression, gender identity, marital status, nationality, ancestry, ethnic origins, family relationship, number of dependents, disability, sexual orientation, political affiliation, socio-economic status, or membership in a union;
- perform duties in a manner that is consistent with a safe and healthy work environment that prevents occupational injuries and illnesses;
- embrace diversity of experience, thought, and perspective;
- respect and protect the privacy and security of former, current, and perspective Personnel and patrons;
- ascertain and maintain clear boundaries between work and social spaces;
- disclose any conflict of interest, or perceived conflict of interest; and
- take responsibility for the power they may have and not abuse it.



This code should be read in conjunction with the following:

- Anti-Discrimination Policy
- Conflict of Interest Policy
- Equity and Respectful Space Statement
- Employment Policy
- Standard Reporting Process
- Whistleblower Policy

Persephone Theatre's Personnel shall be guided by both the letter and the spirit of this Code. Non-compliance may result in disciplinary action up to and including termination of employment, relationship, and/or contract.

Persephone Theatre prohibits retaliation against anyone who in good faith reports or participates in an investigation of a possible violation of our Code of Conduct, policies, or the law.

Last revised: Oct 7, 2020

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