



### **EQUITY AND RESPECTFUL SPACE STATEMENT**

*To be delivered by the Artistic Director and/or General Manager at the first rehearsal of each production.*

Persephone Theatre is committed to being a safe and inclusive space for all. We value our community, and condemn institutional oppression and all forms of harassment or discrimination. We are continually dedicated to creating theatre in the spirit of equity and inclusion.

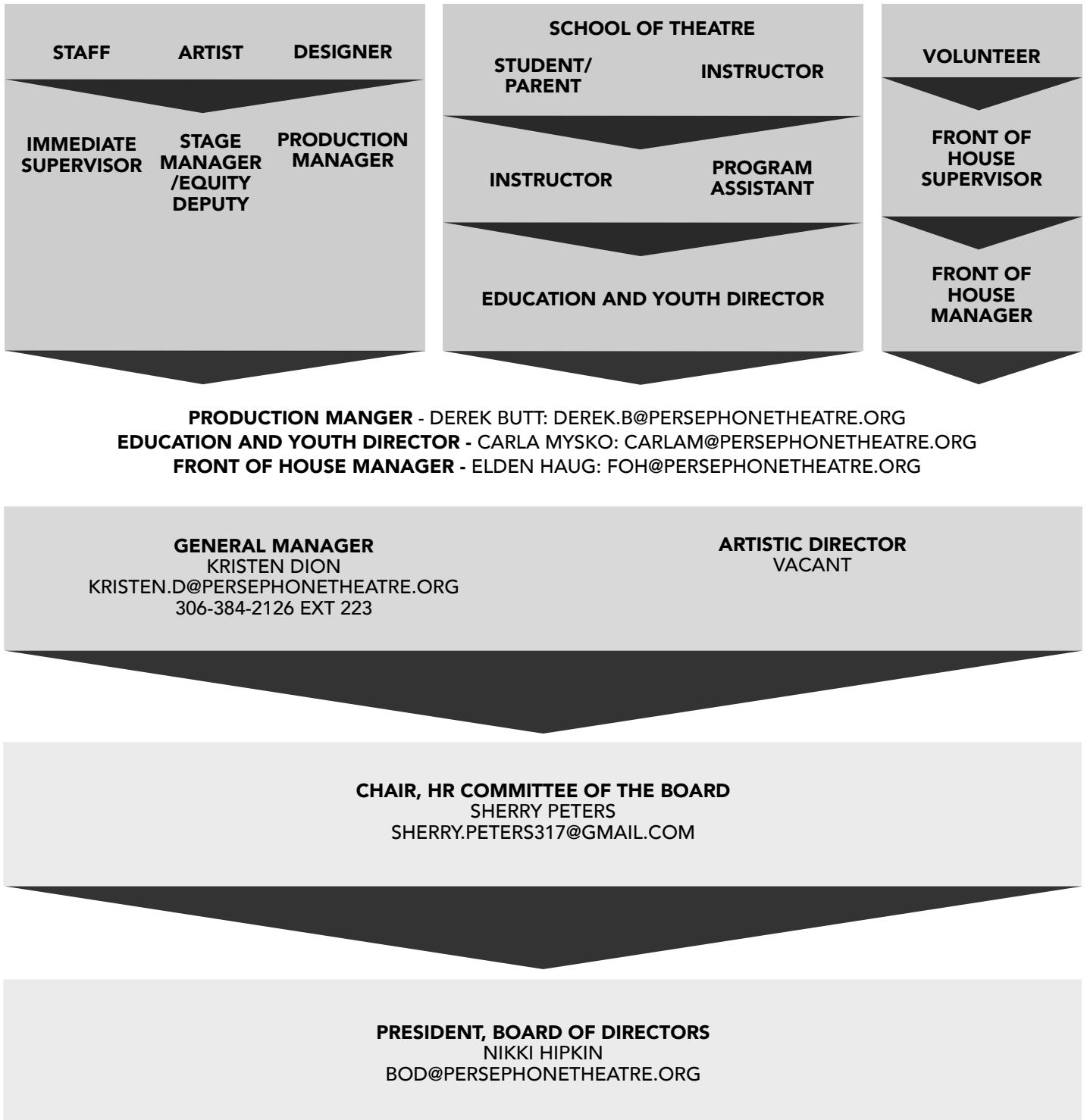
We are committed to ensure that Persephone Theatre is a healthy, safe, and productive working environment, and supports those who have experienced or witnessed toxic behaviours. We will not tolerate conduct that is meant to undermine the dignity or value of an individual, or which creates an intimidating, hostile, or offensive environment.

We believe that we must stand together, speak up, and hold each other accountable by addressing these issues when they arise. Should you experience or witness oppressive, harassing, discriminating, or unwelcome behaviour we encourage you to report the incident. A Communications Ladder has been developed for this purpose and is posted along with all contact information on the bulletin boards located in both rehearsal halls and outside the Green Room. This Ladder is intended as a guide. If in the concerned person's judgment, it would be appropriate to take a complaint to a higher level than suggested, that opportunity always exists. The Artistic Director, General Manager, Chair of the HR Committee of the Board, and the Board President, may be approached to discuss a complaint or potential complaint at any time.

Last Revised: Nov 2, 2002

# COMMUNICATIONS LADDER

ESCALATIONS



WHERE APPROPRIATE AND APPLICABLE, PERSONNEL MAY ALSO BRING CONCERNS FORWARD TO EQUITY OR IATSE REPRESENTATIVES. UNDER THE CANADIAN ACTORS' EQUITY ASSOCIATION'S RESPECTFUL WORKSPACE POLICY "NOT IN OUR SPACE", RESPECTFUL WORKSPACE ADVISORS CAN BE CONTACTED BY  
**EMAIL: NOTINOURSPACE@CAEA.COM OR BY PHONE: 1-800-387-1856.**

FOR FURTHER INFORMATION, PLEASE CONSULT EQUITY'S RESPECTFUL WORKPLACE POLICY. MEMBERS OF IATSE LOCAL 300 CAN BE CONTACTED AT **ATSE300@SASKTEL.NET OR BY PHONE AT (306) 370-5744.**