



INCLUSIVITY POLICY

The ST. PAUL & DISTRICT ARTS FOUNDATION is committed to the presence and contributions of all persons regardless of age, culture, abilities, bodies, ethnic origin, sex, gender identity, sexual orientation and gender identity, marital status, nationality, race, religion, or socioeconomic status. We believe that prejudice, oppression, and discrimination are detrimental to the growth of a rich and vibrant arts community. We believe that arts communities are filled with diverse participants, and that supporting the visibility of such diversity enhances the experiences of all community members. As such, this organization values inclusiveness and the maintenance of a safe and accountable space for all participants.

Maintaining a Respectful and Accountable Space

- Respect the wishes of people who do not want to be photographed or appear in photos.
- If you see an individual behaving inappropriately, please bring it to the attention of one of our board members and allow us to respond to the situation. Allow a board member to handle conflict resolution for any circumstance that compromises The St. Paul & District Arts Foundation as a safe space. The St. Paul & District Arts Foundation actively opposes all forms of harassment and hate speech. If you experience any marginalizing or silencing behaviour which limits your full participation, please contact a St. Paul & District Arts Foundation board member via phone or email.
- If an individual deliberately ignores these guidelines, repeatedly disrupts events and other participants, and/or no resolution can be met or agreed upon, the individual will be asked to leave the event or program at the St. Paul & District Arts Foundation.
- All employees are expected to treat all other employees, participants, and stakeholders with dignity and respect and in a fair and non-discriminatory manner in all employment and customer service related dealings.

Accommodation

The St. Paul & District Arts Foundation will make all reasonable efforts to accommodate the particular needs of employees and volunteers, subject to operational requirements.

Legal

We will follow legal requirements of the Alberta Human Rights Act. Please see also separate policies on Harassment and Workplace Diversity.