

## DANCE UMBRELLA OF ONTARIO POLICIES – EXCERPT (MAY 3, 2021)

### **HARASSMENT**

Dance Umbrella of Ontario wants to provide a harassment-free environment for its clients, employees and volunteers. Mutual respect, along with cooperation and understanding must be the basis of all our interactions. Dance Umbrella of Ontario will neither tolerate nor condone behaviour that is likely to undermine the dignity or self-esteem of an individual, or create an intimidating, hostile or offensive environment.

There are several forms of harassment but all can be defined as any unwelcome action by any person, whether verbal or physical, on a single or repeated basis, which humiliates insults or degrades. “Unwelcome”, for the purposes of this policy, refers to any action which the harasser knows or ought to reasonably know is not desired by the victim of the harassment.

Specifically, racial harassment is defined as any unwelcome comments, racist statements, slurs, jokes, graffiti or literature or pictures and posters which may intentionally or unintentionally offend another person.

Sexual harassment is any unwelcome attention of a sexual nature such as remarks about appearance or personal life, offensive written or visual actions like graffiti or degrading pictures, physical contact of any kind, or sexual demands.

Psychological abuse is an act which provokes fear or diminishes a person’s dignity or self-esteem. Finally, sexual abuse is any unwelcome verbal or physical advance or sexually explicit statement.

Dance Umbrella of Ontario has a zero-tolerance limit with regards to harassment and violence. Clients, employees or volunteers engaging in either harassing or violent activities will be subject to discipline, which may

include termination of employment or a contract, removal from Boards or committees and possibly criminal charges.

## **WORKPLACE VIOLENCE**

Workplace violence can be defined as a threat or an act of aggression resulting in physical or psychological damage, pain or injury to a worker, which arises during the course of work. Further to the definition of violence, is the definition of abuse. Abuse can be verbal, psychological or sexual in nature. Verbal abuse is the use of unwelcome, embarrassing, offensive, threatening or degrading comments. Psychological abuse is an act, which provokes fear or diminishes a person's dignity or self-esteem. Finally, sexual abuse is any unwelcome verbal or physical advance or sexually explicit statement.

Dance Umbrella of Ontario has a zero tolerance limit with regards to harassment and violence. Volunteers engaging in either harassing or violent activities will be subject to discipline, which may include termination of employment, removal from Boards or committees and possibly criminal charges.

## **HEALTH & SAFETY POLICY**

The Dance Umbrella of Ontario (DUO) is committed to providing a safe workplace for all of its workers. We believe that all workers have the right to work in a safe and healthy environment, consistent with the *Occupational Health and Safety Act* and any other applicable legislation.

DUO is committed to take every reasonable effort to eliminate the hazards that cause accidents and injuries.

The attitude and cooperation of management and staff in the promotion of accident prevention will assist in achieving our goal to make DUO a better place to work. Health and safety is a key requirement for our success and viability.