

Final Draft of Anti-Harassment Policy

Policy Brief & Purpose

White Rabbit Arts (a.k.a. The Red Clay Studio Society) will not tolerate harassment of any kind by its board of directors, volunteers, staff or by participants in its programming. We will not tolerate anyone intimidating, humiliating, or harassing others at our festival, fundraisers, events, meetings, retreats, classes etc.

What is harassment?

Harassment includes unwelcome physical attention or contact, stalking, verbal or physical intimidation, non-consensual photography or recording, and offensive comments or behaviour. Harassment also includes discriminatory or offensive behaviour based on race, colour, national origin, gender, gender identity, gender presentation, sexual orientation, sexual availability, age, body size, disability, appearance, religion, ancestry, citizenship or pregnancy. Behavior or actions that demean or humiliate are considered harassment under this policy.

Being in an altered state, such as inebriation or stress, **does not** circumvent this policy or excuse inappropriate behavior.

Filing complaints

If you have been the victim of harassment at a White Rabbit Arts event or by a member of our organization, please contact us as soon as possible by any of the following means:

1. Speak directly with any member of our board or staff.
2. Send an email to whiterabbitsafety@gmail.com. Your email will be responded to by a gender-diverse team.

When filing your complaint, please include how you would best like to see the situation dealt with. For example, whether you wish for your name to be used when speaking about the event with the accused.

How we handle complaints

Complaints will be handled to the best of our ability at the time of the report by a gender-diverse team

Where a complainant has identified themselves a designated committee or a delegate of the board will work closely with them to determine the best course of action. The committee or its delegate will attempt to assist the complainant and will commit to remain in contact with them until a resolution has been reached to the best of our abilities.

What are we gonna do about it?

When possible, we endeavour to follow restorative justice techniques, at the discretion of the complainant. Restorative justice focuses on having the offender understand the impact and full social/physical/emotional ramifications of their actions through dialogue as opposed to a blanket punishment. Communication with involved parties and a mediator seeking a resolution

. Types of restorative justice responses

Restorative justice is an 'approach' more than a defined set of 'programmes' or 'projects'. The key elements are that the process should acknowledge and address:

- the harm caused by the offence (to the victim/survivor, community and to the offender);*
- the needs of the three parties (victim/survivor, community and offender);*
- and the obligations (of the offender to the victim/survivor and community, but also of the community towards the offender - in order to address the root causes of offending behaviour and prevent recidivism).*

Restorative justice responses usually involve some form of 'mediation' / 'conflict resolution' (preferably referred to as 'conferencing' or 'dialogue') and often result in apologies, reparation, compensation and community service.

From: https://www.unicef.org/tdad/index_56370.html

Restorative justice is based on an understanding that crime is a violation of people and relationships. The principles of restorative justice are based on respect, compassion and inclusivity. Restorative justice encourages meaningful engagement and accountability and provides an opportunity for healing, reparation and reintegration. Restorative justice processes take various forms and may take place at all stages of the criminal justice system. - Canadian Dept. of Justice, <http://www.justice.gc.ca/eng/cj-jp/rj-jr/index.html>

If the complainant would like police intervention or to file a report with the local police force/RCMP (dependent on location) Red Clay Studio Society / White Rabbit Arts will assist the complainant by providing the necessary telephone number and means with which to make the call.

The board reserves the right to dismiss staff, board members, and volunteers who have clearly contravened our harassment ethics. When necessary we will engage a neutral third party to ensure the complaint is treated with due diligence.

We will do everything in our power to ensure that our organization and events are safe spaces for all. That being said, we are a volunteer-led organization and do not have the training, resources, or power to conduct legal investigations or to imply legal judgements.

We reserve the right to maintain a list of individuals barred from events, this will be updated on a case by case basis.

Privacy

We endeavor to respect the privacy of those involved to the best of our ability. For the complainant, their name will not be released in discussion of the complaint/event without their express permission. Details about the alleged event will not be made public other than by consent of the complainant, grievous extenuating circumstances, or by a restorative justice agreement and/or statement with the participation of complainant, accused and community.

Excepting grievous extenuating circumstances the name of the accused will not be made public or communicated in anyway beyond the 'list of individuals barred from events' wherein details are not present.

A note on our culture

When a White Rabbit program involves physical touch, nudity, or emotional intimacy, participants will be provided with an opportunity to opt-out of those activities. The culture at Red Clay and in the White Rabbit community includes things like hugging, clothing-optional activities such as swimming and sauna, and an emotional openness that could cause discomfort for some. We ask all members of our community to both make their boundaries known and to respect the boundaries of others.

Our commitments

This document (Anti-Harassment Policy) will be made available to all board members, staff, volunteers, and participants, as well as the general public.

