

## WORKPLACE HARASSMENT AGREEMENT

*La Troupe du Jour is committed to creating a respectful and healthy environment for its artists, employees and contractors. They also provide the necessary support for those who are victims of a toxic environment at work. The Troupe du Jour has zero tolerance towards behaviors that diminish the self-esteem or dignity of an individual, as well as behaviors that create an intimidating, hostile or toxic environment.*

*In order to create a respectful space, La Troupe du Jour has appointed three Respectful Workplace Advisers (RWA) to help you in cases of harassment. RWAs have received intervention training and have the tools to help you in case of harassment. The three RWAs are Gilles Zolty, Gabrielle Dufresne and Émilie Lebel who do not hold a position of power related to productions. Gabriel Gosselin, who is in the position of Administrative Director, is also available in the case a victim or witness needs to speak to a person of higher rank, and/or the harassment involves one of the three RWAs. If you are a victim or witness of doubtful behavior you can contact an RWA in all confidentiality. La Troupe du Jour reserves no judgment - every situation will be taken seriously and dealt with appropriately and anonymously. In addition, the RWAs will not communicate with each other regarding cases.*

*If you do not feel comfortable addressing a situation with an RWA, we encourage you to speak with a representative of the Saskatoon Sexual Assault & Information Center or the Saskatchewan Human Rights Commission. These organizations will help you to take the necessary steps to face a case of harassment.*

*Here are some examples of how we can avoid creating an unhealthy environment at work or during production:*

- *If you are in a position of power for a project (Director, Facilitator, Stage Manager etc.) it is very important not to make advances towards a colleague. The coworker may consent to advances, but only because he or she is afraid of losing their job, or is afraid of creating an uncomfortable environment amongst the team etc. The relationship between the person in power and the artist is very complicated, so even if you think that a feeling is mutual, we suggest you wait until a project is finished before proceeding.*
- *If a scene makes you feel uncomfortable, you have the right to request changes, or you have the right to request that an intimacy or violence stage choreographer be hired. You do not need to be afraid of ruining your reputation because you demand to be comfortable during your scene.*
- *Not everyone can defend themselves. If you witness suspicious behavior, do not hesitate to contact an RWA or the Saskatoon Sexual Assault & Information Center. If you feel it is appropriate, you can also communicate with the victim to know their position in the situation and offer them your support.*
- *As a team, be committed to creating a respectful and healthy environment, and demand open communication about consent.*
- *Do not assume that someone voluntarily gives consent. Commit to recognizing when a person does not feel comfortable.*

*La Troupe du Jour is aware that even though there are harassment policies in place at work, harassment is still present in arts communities. We need to change the way we do things. Here at La Troupe, we encourage people to have these conversations.*

*Finally, La Troupe du Jour will do everything in its power to preserve the dignity of a victim or witness. We want you to feel free to express yourself.*

*Gabrielle Dufresne – 306.244.1040, ext. 4 – gabrielle.dufresne@latroupedujour.ca*

***Sexual Assault & Information Center contact details:***

***24hr emergency line - 306.244.2224***

***www.saskatoonsexualassaultcentre.com***

***Reception: 306.244.2294***

***Saskatchewan Human Rights Commission***

***https://saskatchewanhumanrights.ca/***

***By signing this document I, \_\_\_\_\_, confirm that:***

- At least one RWA came in person to present the Workplace Harassment Agreement and has shared the contact information of the other RWAs at La Troupe du Jour;***
- I have the contact information for the Sexual Assault & Information Center as well as for the Saskatchewan Human Rights Commission;***
- I am committed to creating a respectful and healthy environment at work;***
- I acknowledge that a person's consent may be involuntary and influenced by many factors, and will commit to recognizing when a person does not feel comfortable.***

\_\_\_\_\_  
*Name*

\_\_\_\_\_  
*Signature*

\_\_\_\_\_  
*Date*

\_\_\_\_\_  
*Witness*

\_\_\_\_\_  
*Date*