



Fringe Theatre Code of Conduct

Updated June 30, 2022
Subject to instant improvement

Overview

We're happy you're here, fringer. You belong here. When you fringe with us, you join a community that is vibrant, diverse, inclusive, welcoming, and safe.

We believe in creating safer spaces that celebrate creative risk. We're committed to creating safer spaces where community thrives. We're all in this together – thanks for being awesome.

Here at Fringe Theatre, we believe in care and kindness above all else. We aim to treat everyone with equal respect, kindness, enthusiasm, and care. Our Safer Spaces Program provides initiatives, policies, and procedures that encourage inclusion, reduce opportunities for harm, and supports survivors and allies who choose to report an incident.

We ask all fringers to adhere to the following Code of Conduct, including any person who comes on site to the Fringe Theatre Arts Barns, the Edmonton International Fringe™ Theatre Festival grounds or Festival partnering venues, or who represents and/or participates in a Fringe Theatre produced event. Fringers will not participate in or condone activities that discriminate on the grounds of race, colour, place of origin, gender, age, marital status, religious beliefs, citizenship, mental and physical abilities, sexual orientation, or any other prohibited grounds within the Alberta Human Rights Act.

Definitions

1. **Fringer:** Any person who comes on site to the Fringe Theatre Arts Barns, the Edmonton International Fringe™ Theatre Festival grounds or partnering venues, or who represents and/or participates in a Fringe Theatre produced event. This includes but is not limited to attendees, patrons, sponsors, donors, vendors, renters, performers, crew members, volunteers, Board members, and staff.
2. **Consent:** A voluntary, ongoing, active, and conscious agreement to engage in the activity in question. Consent or a “yes” that is obtained through pressure, coercion, force, threats, or by inducing intoxication, impairment, or incapacity is not voluntary consent. Silence or ambiguity do not constitute consent. Additionally, there is no consent when:
 - it is given by someone else;
 - the person is unconscious, sleeping, or lacks the capacity to consent;
 - it was obtained through the abuse of a position of power, trust, or authority;
 - the person does not indicate “yes,” says “no,” or implies “no” through words, body language, and/or behaviours; and
 - the person changes their mind and withdraws their consent.

It is the responsibility of all parties wanting to engage in an activity to obtain clear consent from the other, and to recognize that consent can be withdrawn at any time.

3. **Discrimination:** A distinction, whether intentional or not, based on a characteristic or perceived characteristic that has the effect of imposing on an individual or group of individuals burdens, obligations, or disadvantages that are not imposed on others, or of withholding or limiting access to opportunities, benefits, and advantages available to other individuals in society.
4. **Harassment:** Conduct or comment, either one time or repeating, that:
 - is demeaning, intimidating, threatening, or abusive;
 - is not trivial or fleeting in nature;
 - causes offence and should have reasonably been expected to offend;
 - serves no legitimate purpose for the environment;
 - is a reprisal or threat of reprisal against an individual for ejecting a solicitation or advance; and
 - undermines authority or respect in the environment, limits opportunities for advancement, or creates an intimidating, hostile or offensive environment.

Harassment includes conduct or comments, or the creation of a negative psychological and/or emotional environment that humiliates, excludes, or isolates an individual or group by focusing on their race, colour, place of origin, gender, age, marital status, religious beliefs, citizenship, mental and physical abilities, sexual orientation, or any other prohibited grounds within the Alberta Human Rights Act.

Harassment also includes bullying, which is a form of aggression that may include physical, verbal, or emotional abuse. It can include persistent, offensive, abusive, intimidating or insulting behavior, abuse of power, and/or unfair sanctions which make the individual feel threatened, humiliated, and/or vulnerable.

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Additionally, all Fringers will maintain Fringe Theatre, the Fringe Theatre Arts Barns, the Edmonton International Fringe™ Theatre Festival grounds or Festival partnering venues, and all events produced by Fringe Theatre as a safe place by:

- Maintaining positive, respectful relationships with fellow community members;
- Acting with honesty and integrity, declining to participate in or condone any activities that may be considered unethical or illegal;
- Avoiding participating in or condoning activities that may put people in harm's way or risk their physical, emotional, or mental wellbeing;
- Practicing active consent when engaging in all activities;
- Supporting people who have experienced or disclosed harassment, violence, or discrimination by reporting any incidents of bullying, harassment, violence, discrimination, or abuse that you witness when you are able;
- Not participating in or condoning in activities that may be bullying, non-consensual, discriminatory, harassing, or violent in nature; and
- Maintaining a drug and tobacco-free environment (including vaping) by not utilizing such products anywhere on site.

Violation of Policy

Violation of this Code of Conduct may result in being removed from the Fringe Theatre Arts Barns, grounds, the Edmonton International Fringe™ Theatre Festival grounds or Festival partnering venues and/or banned from participating in future activities related to Fringe Theatre or the Fringe Theatre Arts Barns.