



ANTI-HARASSMENT AND ANTI-DISCRIMINATION POLICY

1. MusicFest's Commitment

MusicFest is committed to providing an environment free of discrimination and harassment, where all individuals are treated with respect and dignity, can contribute fully and have equal opportunities.

Under the Ontario Human Rights Code (the "Code") every person has the right to be free from harassment and discrimination. Harassment and discrimination will not be tolerated, condoned or ignored at MusicFest. If a claim of harassment or discrimination is proven, disciplinary measures will be applied, up to and including termination of contract of engagement.

MusicFest is committed to a comprehensive strategy to address harassment and discrimination, including:

- Providing training and education to make sure everyone knows their rights and responsibilities
- Regularly monitoring organizational systems for barriers relating to Code grounds
- Providing an effective and fair complaints procedure
- Promoting appropriate standards of conduct at all times.

2. Policy Objectives

The objectives of this policy are to:

- Make sure that management, staff, volunteers and participants at MusicFest "The Nationals" (the "Festival") are aware that harassment and discrimination are unacceptable practices and are incompatible with the standards of this organization, as well as being a violation of the law
- Set out the types of behavior that may be considered offensive and are prohibited by this policy.

3. Applying the Policy

The right to freedom from discrimination and harassment extends to all members of the board of directors, voting members, management, senior, administrative and production staff, adjudicators, division chairs, volunteers and all who are engaged by MusicFest to work, whether for pay or on a voluntary basis for MusicFest in any capacity (hereafter, "MusicFest Personnel").

It is also unacceptable for MusicFest Personnel to engage in harassment or discrimination when dealing with participants at the Festival or with others with whom they have professional dealing, such as suppliers, venue staff or service providers.

This policy applies at every level of MusicFest and to every aspect of the Festival environment and working relationships, including recruitment, selection, promotion, transfers, training, remuneration and termination. It also covers rates of pay, hours of work and discipline.

This policy also applies to events that occur outside of the Festival venues such as during business trips, parties or entertaining.

4. Protected Grounds

This policy prohibits discrimination or harassment based on the following grounds, and any combination of these grounds:

- Age (other than to age requirements for participants and volunteers in the Festival)
- Religion
- Gender
- Sexual orientation
- Gender identity
- Gender expression
- Family status
- Marital status
- Disability (including mental, physical, developmental or learning disabilities)
- **Medical situation**
- Race
- Ancestry
- Place of origin
- Ethnic origin
- Citizenship
- Association or relationship with a person identified by one of the above grounds
- Perception that one of the above grounds applies

5. Definitions:

The following behavior is prohibited:

Discrimination: means any form of unequal treatment based on a Code ground, whether imposing extra burdens or denying benefits. It may be intentional or unintentional. It may involve direct actions that are discriminatory on their face, or it may involve rules, practices or procedures that appear neutral, but disadvantage certain groups of people including but not limited to LGBTQ+, BIPOC and persons with disabilities. Discrimination may take obvious forms, or it may happen in very subtle ways.

Harassment: means a course of comments or actions that are known, or ought reasonably to be known, to be unwelcome. It can involve words or actions that are known or should be known to be offensive, embarrassing, humiliating, demeaning or unwelcome, based on a ground of discrimination identified by this policy. Harassment can occur based on any of the grounds of discrimination.

Examples of harassment include:

- Epithets, remarks, jokes or innuendos related to a person's race, gender identity, gender expression, sex, disability, sexual orientation, creed, age, or any other ground
- Posting or circulating offensive pictures, graffiti or materials, whether in print form or via email or other electronic means
- Singling out a person for humiliating or demeaning "teasing" or jokes because they are a member of a Code-protected group
- Comments ridiculing a person because of characteristics that are related to a ground of discrimination. For example, this could include comments about a person's dress, speech or other practices that may be related to their sex, race, gender identity or creed.

Sexual and gender-based harassment: Sexual harassment is a form of harassment that can include, (without limitation):

- Unwelcome physical contact
- Propositions of physical intimacy
- Gender-related paternalism, verbal abuse, threats or taunting
- Leering or inappropriate staring
- Inappropriate questions or discussions about sexual activities
- Offensive jokes or comments of a sexual nature about another individual
- Unwelcome demands for dates or sexual favours

Sexual Solicitation: This policy prohibits sexual solicitations or advances by any person who is in a position to deny a benefit to the recipient of the solicitation or advance. This includes all MusicFest Personnel where one person is in a position to grant or deny a benefit to the other, or to any participant in the Festival.

6. Roles and Responsibilities: All persons present at MusicFest are expected to uphold and abide by this policy, by refraining from any form of harassment or discrimination, by cooperating fully in any investigation or harassment or discrimination complaint and by bringing any form of harassment or discriminatory behavior of which they become aware to the immediate attention of management.

The Executive Director, the Associate Director and Division Chairs and Senior Management Personnel have the additional responsibility to act immediately on observations or allegations of harassment or discrimination. The Executive Director, Associate Director and Senior Management Personnel are responsible for creating and maintaining a harassment and

discrimination-free Festival, and should address potential problems before they become serious.