

## *Grand River Jazz Society*

### **Discrimination and Anti-Harassment Policy**

The Grand River Jazz Society is a volunteer driven non-profit organization. Our vision is to build community through excellence in jazz. Our mission is to provide inclusive jazz concerts and jazz education in the Jazz Room and in the wider community.

We accomplish this vision and mission through concerts /performances, outreach, and jazz education.

The values of the Grand River Jazz Society include quality, inclusion, community, diversity, accessibility, affordability, and musician friendly.

*The purpose of this Discrimination and Anti-Harassment Policy is to foster respect and dignity in all settings in which we participate. This policy applies to everyone associated with the Grand River Jazz Society, including Board, Staff, Volunteers, Patrons and staff in the Jazz Room and at the Huether Hotel.*

Discrimination, harassment, bullying and violence have negative impacts, not only for the group targeted, but for other participants. It is the impact of the behaviour that is paramount, not the intent of the individual who engages in the perceived offending behaviour. The Grand River Jazz Society is committed to creating and maintaining the Jazz Room and outreach settings to be free from discrimination, personal harassment, sexual harassment, bullying, and violence.

## **Discrimination**

Discrimination is any action, behaviour, or attitude, whether intentional or not, which negatively affects or could negatively affect the employment, performance, or volunteer activities of an individual. Actions, behaviour, or attitude is based on a prohibited ground for discrimination under human rights laws, such as, age; ancestry; citizenship; colour; creed; disability; ethnic origin; language; place of origin; political opinion; race; sex (*defined to include pregnancy*); gender identity and gender expression; and sexual orientation.

This Policy also applies to any discrimination prohibited by applicable law.

## **Harassment**

Harassment is a form of discrimination, and refers to wrongful conduct, whether or not the conduct is associated with a prohibited discrimination, that negatively affects the environment (such as the Jazz Room) or leads to adverse consequences within that environment for the person(s) experiencing the harassment, which the perpetrator knew or ought reasonably to have known would be unwelcome.

Harassment includes bullying and violence and can take many forms but often involves conduct or comments that are insulting, intimidating, humiliating, hurtful, demeaning, belittling, malicious, degrading, or otherwise causes offence, discomfort, or personal humiliation or embarrassment to a person or group of persons. One incident could be enough to constitute harassment.

Sexual harassment is a specific type of harassment that involves negative comments or conduct related to sex, sexual orientation, gender identity or gender expression that is known or ought reasonably to be known to be unwelcome.

Sexual Harassment is also making a sexual solicitation or advance where the person making the solicitation or advance is in a position of power over another person and may confer, grant or deny a benefit or advancement and the person knows or ought reasonably to know that the solicitation or advance is unwelcome. Sexual harassment includes requests for sexual favours, or other verbal or physical conduct of a sexual nature or related to a person's sex.

### **Process to deal with Complaints**

Everyone involved in the Grand River Jazz Society are expected to report any behaviour they become aware of that constitutes a breach of this policy or contravenes the law. Board members will play a key role in ensuring this policy is understood by all and for the diligent implementation of this policy.

The Board has appointed two Board members (Marty Deacon and John Lord) to receive complaints and collect information related to complaints.

This information will be passed on to a third party, an independent person who will be appointed by the Board. This person will rule on the complaint and make a recommendation about ways to resolve the complaint.

Resolutions could include (depending on the allegations):

- Informal resolution
- Process of reconciliation
- Removal from Jazz Room
- Legal remedies

**March 2019**