



ARTS COUNCIL WINDSOR & REGION

WWW.ACWR.NET | 519.252.ARTS (2787) | 1942 WYANDOTTE ST. E, WINDSOR, ON N8Y1E4

The Arts Council Windsor & Region (ACWR) is dedicated to providing a harassment-free event experience for everyone, regardless of race, gender, gender-identity and expression, sexual orientation, disability, physical appearance, body size, age, religion, or marital status.

Make no assumptions...when working with people, do not assume you know their sexual orientation or gender identity. Use inclusive language. Make sure the language you are using is inclusive of all people. When referring to people in general: use words like “partner” instead of “boyfriend/girlfriend” or “husband/wife,” and avoid gendered pronouns, using “they” instead of “he/ she” unless they have explicitly stated their preferred gender pronouns.

Harassment includes...offensive comments related to any protected personal characteristic, sexual images in public spaces, deliberate intimidation, stalking, following, unsolicited/harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention/advancement. **Participants asked to stop any harassing behaviour are expected to comply immediately.** This applies to everyone, including event staff, volunteers, and sponsors.

If a participant engages in harassing behaviour, the event organizers may take any action they deem appropriate, including warning the offender or expulsion from the event. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of the ACWR staff immediately. ACWR staff will be happy to help participants contact local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safer. We value your membership and support of the Arts Council Windsor & Region.

The ACWR offers an environment where you can voice concerns about incidents as, and when they happen. We also welcome you to inform us of past harassment or incidents related to our events/exhibitions/workshops and the like that made you feel uncomfortable or unsafe. Arts Council of Windsor & Region Staff and Board accept that we are not above our own policies, so please know all of the above applies to all members of our team in equal measure.

**You can reach ACWR Staff at info@acwr.net
All communication related to this policy will be dealt with in confidence.**