

## **KWLT Policy on Sexual Harassment**

**Date Effected:** January 2004

**Last Update:** March 2008

### **Rationale**

KWLT members and other participants should feel comfortable and secure at KWLT events and should not be subjected to sexual harassment or other inappropriate sexual behaviour.

### **Application**

This policy applies to all members of KWLT when they are engaged in activities on behalf of KWLT in dealing with each other and with the public.

### **Definition**

Sexual Harassment is any unwelcome sexual advance, request for sexual favours, and other verbal or physical conduct of a sexual nature. It is an attempt to assert power over another person.

For example, sexual harassment may include:

- Stares/leers
- Name calling
- Sexual jokes
- Howling/cat calls/whistles
- Offensive, derogatory and pornographic pictures and materials on display
- Cornering, blocking, standing too close, following
- Pressure for sexual activity
- Sexual assault and attempted sexual assault

Sexual harassment makes a person feel bad, angry and demeaned. It is unwanted, power-motivated and one sided. It does not include:

- consensual sexual interaction
- physical affection between friends
- mutual flirtation, joking or teasing

### **Provisions**

1. Sexual harassment is not permitted or accepted by KWLT. Allegations of sexual harassment will be taken seriously and addressed.
2. If the Board of Directors is informed that a member is engaging in sexual harassment, that member will be approached and the matter will be dealt with based on the severity and circumstances of his/her actions.
3. If sexual harassment by a member is determined to be serious or ongoing, the Board of Directors will pass a resolution revoking membership in KWLT.
4. If sexual harassment occurs by or between audience members, the Front of House

Manager will ask the offending person(s) to leave.

**For members of KWLТ productions:**

If you are a member of the cast or crew of a KWLТ production and believe that you have been or are being sexually harassed by another member of the cast or crew, or any other person associated with the production, we encourage you to deal with the problem in the following manner:

- First, approach the person who is making you uncomfortable and ask them to stop. This may not be appropriate in some circumstances, but a private resolution is encouraged wherever possible, as the conduct may be the result of a misunderstanding.
- Approach somebody associated with the production that you trust. Your Production Director and Stage Manager will receive guidelines on dealing with sexual harassment and are there to help make your experience the best one possible
- If you are unable to achieve a resolution directly or through your Production Director or Stage Manager, bring your problem to the attention of the KWLТ Board of Directors through the Executive Director or another Board Member who you feel comfortable talking to.

The Board of Directors will address all allegations of sexual harassment or other misconduct brought to its attention.