

Inside Out Theatre Healthy Space & Harassment Free Value Statement & Policy

Last updated January 2019

Our Beliefs

It is our belief that people need to feel, and actually be, safe to be able to connect with each other and create their best work. We also believe that often making theatre asks people to be vulnerable, emotional, and be in close or intimate contact with other people.

This safety needs to be felt by our staff, artists, community participants, audience members, partners, and anyone else working or playing with us.

It is our responsibility, as a company actively inviting people to participate with us, to uphold this safety.

As a company we are centered around people with disabilities, Deaf artists & community members, and folks who identify as MAD or living with mental illness. The fact is members of these communities experience more abuse and harm than our city on average.

Abuse, harassment, and other harmful acts can be directed at people based on their perceived ability and disability, gender and gender expression, sex, sexuality, age, race, and more.

We acknowledge that many of us have learned behaviors that may be unknowingly harmful to others. Unlearning these behaviors is needed and important work.

Our Commitments

We endeavour to create a safer space for respectful dialogue that works toward a shared understanding of complex experiences. We recognize the potential for failure in upholding these values within our organization and our art. We welcome feedback and respect the bravery required of our collaborators and communities to address oppression via direct and indirect communication.

Everyone has the right to be safe from harm.

Everyone has the right to express their full range of emotions. That expression of emotions does not extend to the right to harass, abuse, or otherwise harm others.

Unwanted sexual suggestions, contact, propositions, etc is not tolerated and is illegal.

Any language or comments that other people find offensive will be challenged.

Depending on the situation and intensity of the offensive comment the staff or artistic leader of the process will either facilitate a conversation about what was said or act to remove the person who made the offensive remark from the space.

If anyone experiences abuse or harassment our first priority is to support that person under their terms.

After ensuring the safety and support for the person who experienced harm, Inside Out will also offer support to the person who chose to cause the harm.