

## Community Agreement

Last revised in January 2024

### INTRODUCTION

The National Theatre School of Canada's DramaFest is a vehicle for young people to learn to lead, to exercise their empathy, to practice listening, to find community, to talk about complicated things, and much more.

The DramaFest is a place where everyone should feel the freedom to experiment and express themselves whether through sharing their work or while participating in workshops.

To make sure we have the best possible chance to achieve this, and to foster a safe, inclusive, open and nurturing environment where everyone can be as courageous as they need, please read these Community Guidelines and take reasonable steps to make sure that you understand and respect them.

Below are the essential rules for participating in the DramaFest:

#### Kindness, respect and privacy

Treat each other with respect. Participate while acknowledging that everyone deserves to be present in this space and that each of us has the right to enjoy our experience without fear of experiencing incivility behaviours, harassment, discrimination, or condescension, whether blatant or via micro-aggressions. Communication, in all its forms, should not demean others. Consider what you are saying and how you would feel if it were said to you or about you.

Personal attacks, harassment, and threats are not allowed. Read more on that in the Policy to Prevent Harassment and Promote a Safe Environment section.

Respect the privacy of others. Do not post the content of private correspondence or private information about other DramaFest community members without their permission. See our Privacy policy for more details.



These rules are intended for the safety and comfort of everyone. Breaking them is not tolerated and will result in one or more of the consequences described below under “Accountability and Sanctions.”

#### Harmful content

Reviews and criticism that are genuine are always welcome. However, if we suspect that you are trying to leverage your participation in the DramaFest for the purpose of harming a person, you may be temporarily or permanently removed from participation in the festival.

Hate speech and hateful imagery is not permitted at the DramaFest. Spreading of harmful advice, hoaxes, or other disinformation is unacceptable and will not be tolerated.

#### Accountability and Sanctions

DramaFest strives to provide a space where people feel safe to engage and participate.

In order to resolve a conflict, we reserve the right to establish the following consequences for a user’s behaviour that does not follow our Community Guidelines:

- A written warning;
- A temporary or partial ban from the festival;
- A permanent ban from the festival;

We will apply a gradation to these sanctions and will primarily promote learning and education in the presence of a problem. However, we reserve the right not to respect this gradation for serious reasons.

A person may immediately lose their right to participate in the DramaFest in one of the following circumstances:

- If they are displaying behaviour that is evidently toxic or abusive, and breaching the Policy to Prevent Harassment and Promote a Safe Environment
- If they are putting themselves or others in harm’s way
- If they are behaving contrary to the Community Guidelines or the Privacy Policies
- If the person is identified as a threat or risk by someone else present
- If they are intentionally disrupting the event and refuse to stop

## Addressing conflict

We encourage conflict resolution in a way that allows those who have been victims of the behaviour of others, directly, or indirectly, to have their voices heard about the events. To this end and to the extent possible, those who report or raise concerns about the behaviour of others will be involved, if possible, in the resolution of the conflict.

## Follow-up

We believe it is important to support people who have been affected or impacted by discrimination, harm or oppression. As such, our team is committed to following up with individuals who come forward with a complaint in order to offer them support.

Speak up if you see or hear something that bothers you or that does not respect the Community Guidelines.

Harassment is not tolerated. You are empowered to politely engage when you or others do not act with respect. The person making you uncomfortable may be unaware of their behaviour and politely bringing it to their attention is encouraged. If you need to report a problem, contact us by email: [erikakierulf@ent-nts.ca](mailto:erikakierulf@ent-nts.ca) and [rlee@ent-nts.ca](mailto:rlee@ent-nts.ca). Students should also report any problems to their supervising teacher or another trusted adult.

## Policy to Prevent Harassment and Promote a Safe Environment

This anti-harassment and anti-bullying policy is written in the spirit of the Quebec Charter of Human Rights and Freedoms, which enshrines the right of every person to be treated with dignity at all times.

It follows that all forms of harassment, bullying or abuse of authority constitute a violation of fundamental human rights.

By adopting this policy, DramaFest declares that no form of harassment, bullying or abuse of authority will be tolerated from any party whatsoever, in the aim of ensuring everyone is free to study and work in a healthy, safe environment conducive to the personal and professional development of all concerned.



DramaFest will not tolerate any instance of harassment or bullying brought to its attention. We reserve the right to intervene at any time, regardless of whether there is an active complaint, a withdrawn complaint or no formal complaint, whenever it has reasonable grounds to believe that this policy has been breached.

Any breach of this policy will render the perpetrator liable to sanctions that may include permanent expulsion from the festival.

Harassment means any expressly or implicitly unwanted behaviour that is inappropriate, hurtful, and/or abusive, committed by an individual toward one or more other individuals, and whose perpetrator knew or ought reasonably to have known could cause offence or harm. It also includes any act, statement or display that diminishes, demeans, humiliates, or embarrasses an individual, and any act of bullying, threat, or discrimination.

Harassment is normally a series of incidents but can also be a single severe incident.

Bullying consists of any repetitive behavior, word, or act, deliberate or not, expressed by any direct or indirect means, including electronically over the internet, in a context characterized by unequal power relations, formal or informal, between the persons concerned, and with the intent of provoking feelings of distress or injuring, hurting, oppressing, or ostracizing.

Abuse of authority or power also constitutes harassment and is prohibited under this policy; it is defined as the exercise of authority or power in an abusive and/or morally coercive way.

Imposing normal educational requirements or performing managerial duties, however, is not considered harassment.

It is here stipulated that any inappropriate or unwanted sexual behavior or sexual violence is covered by this policy and may result in the filing of a formal complaint with a specialized police force.

In the presence of harassment, we will apply the sanctions mentioned above.

To report behavior that could constitute harassment, please contact us by email: [erikakierulf@ent-nts.ca](mailto:erikakierulf@ent-nts.ca) and [rlee@ent-nts.ca](mailto:rlee@ent-nts.ca). Students are also encouraged report any problems to their supervising teacher or another trusted adult.

## More Resources & Recommended Reading

### WHAT IS...?

EDIA Glossary of Terms

<https://www.the519.org/education-training/glossary/>

White Supremacy Culture

[CHARACTERISTICS - WHITE SUPREMACY CULTURE](#)

### SELF-REFLECTION

Implicit Bias Testing

<https://implicit.harvard.edu/implicit/takeatest.html>

Sharing Privilege Workbook

<https://static1.squarespace.com/static/51e4c03ee4b05a1c36b697fb/t/5fa4672617679f4e84a037d/1604609830879/Sharing+Privilege+Workbook+ONLINE+V+2.1.pdf>

### ANTI-HARASSMENT

Conflict resolution / De-Escalation webinar:

<https://www.youtube.com/watch?v=pPDuzE9JqWk>

Bystander intervention webinar:

<https://www.youtube.com/watch?v=BRXQdP5ls-I>

Creating a community agreement:

<https://www.caea.com/Portals/0/Documents/HealthSafety/Member%20Guide%20to%20Creating%20a%20Community%20Agreement.pdf>

## ANTI-RACISM

White Supremacist Standards in Stage Management

<https://howlround.com/hold-please>

Phrases to Eliminate from the Rehearsal Room

<https://minnesotaplaylist.com/news/phrases-we-should-work-eliminate-rehearsal-room>

Principles for Building Anti-Racist Theatre Systems

[We See You W.A.T. \(weseeyouwat.com\)](http://weseeyouwat.com)

## INDIGENOUS THEATRE

NAC Days of Truth and Reconciliation

<https://nac-cna.ca/en/video/series/indigenous-theatres-days-of-truth-and-reconciliation-2021>

Smudging Document

A resource to educate performance venues on the protected practice of burning ceremonial medicines as it relates to the performing arts by the Indigenous Performing Arts Alliance

[Smudging Document – Indigenous Performing Arts Alliance \(ipaa.ca\)](http://ipaa.ca)

Land Acknowledgement Resource + Teachers Guide

[Native-Land.ca](http://Native-Land.ca) | [Our home on native land](http://Native-Land.ca)

[teacher\\_guide\\_2019\\_final.pdf](http://teacher_guide_2019_final.pdf) ([native-land.ca](http://native-land.ca))

## MENTAL HEALTH

[Online Mental Health Courses | CMHA National](http://cmha.ca)

## ACCESSIBILITY & DISABILITY JUSTICE

Considering accessibility at every level-- in preparation, rehearsal, backstage, onstage, and for the audience— can have expansive effects on your understanding and experience of theatre-making. Accessibility is not only about physical access to a space, but also a measure of inclusion more broadly, on structural, systemic, and intersectional levels.



- Who is prioritized in your current process?
- What barriers exist that may prevent someone from joining you, or limit/negatively impact their experience?
- How can you open yourself up to more forms/avenues of expression and participation than you normally do?

#### Vital Practices in the Arts

[https://docs.google.com/document/d/1UO\\_3LSCXm2Jpgz6pPcCBU323PsUN2h71KhC1-Msqeaw](https://docs.google.com/document/d/1UO_3LSCXm2Jpgz6pPcCBU323PsUN2h71KhC1-Msqeaw)

A resource guide for documenting, producing, and sharing arts and knowledge in ways that are accessible, collaborative, and disruptive.

#### On The Same Stage

<https://nac-cna.ca/en/video/arts-alive-inclusive-arts-on-the-same-stage>

Video webinar featuring artists, arts instructors, and allies to the D/deaf and disability arts community discussing—from an ally perspective—some of the existing barriers that prevent full participation in the arts, arts training, and arts opportunities for people with disabilities and the D/deaf.

#### H'Art Centre Inclusivity Guide

<https://www.hartcentre.ca/inclusivity-guide/>

A one-stop resource designed to help you consider the accessibility of your next art-based or public event.

#### Relaxed Performance Training Materials

<https://tangledarts.org/resources/resource/relaxed-performance-training-materials/>

Immense thanks to Yvonne Ng from Princess Productions for sharing some of these resources with us!