



SUBMERSIVE T R I B E

CODE OF CONDUCT

Revised: December 2019



Welcome to the Tribe

We are committed to co-creating a safe, inclusive and harm-free community. To do so, Submersive Tribe requires that all staff, volunteers, members and patrons understand and agree to our Code of Conduct when registering for membership, and attending our Studio Space and events. Events include private, studio, rehearsal, festival or otherwise.

In October of 2019, our executive leadership underwent safer spaces training so that our studio would become a certified venue through the Good Night Out Campaign. Our team is undergoing a process of self-evaluation, and professional improvement, as we develop our harm reduction approaches, and policies.

Our intention is to be in full support of the conduct guidelines detailed in the [Respectful Workplaces in the Arts](#) and the Canadian Creative Industries Code of Conduct and stand with their zero-tolerance policy for harassment, discrimination, bullying and violence. As staff, volunteers, members or patrons of the Tribe, it is your responsibility to pro-actively demonstrate civic responsibility and care for one another; we ask that you report all health or safety concerns directly to our event hosts / security immediately.

Actions | Behaviour

Submersive Tribe does not condone or permit harmful, oppressive, inappropriate or violent behaviour of any kind. This includes:

- Any form of verbal, sexual, physical, ageist, or emotional abuse, intimidation, violence, or personal harm
- The use of discriminatory or derogatory language, gestures or actions
- Bringing weapons into the studio, to our workshops, events/productions

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- Any form of harassment, racism, sexism, homophobia or other comments targeted to cause personal offence, oppression or harm to any person or group
- Cultural appropriation specifically in the form of racial costuming or indigenous ceremonial outfits
- Avoiding or falsifying payment info, tickets, or membership records
- No excessive intoxication - any person displaying signs of excessive intoxication will be asked to leave the premises (please let us know if you need help getting home safely)
- No drugs or unlicensed alcohol is permitted at our Studio Space, Festival, or Events - this includes in the hallways, outside, and bathroom area
- No selling of drugs or unlicensed alcohol
- No occupying the common spaces of the studio 6am - 9am unless you are studio staff / lights on means the night is over.

Submersive Tribe will not tolerate damage, destruction, theft or vandalism of any person's property. Please exercise caution and be respectful of the following:

- Art installations
- Vendors art and crafts
- Media and music equipment, cables, electrical and generator equipment
- Flow and dance props, rigging, and costuming of performers or patrons
- The bathrooms

Environmental Respect

Across Great Turtle Island (North America), we are always situated on the unceded and unsundered Lands of Indigenous people. As guests on these lands, Submersive Tribe does not condone or permit environmental degradation of any kind. This includes:

- Open fires and burning
- Littering
- Inappropriate disposal of cigarettes
- The use of soap or contaminants in waterways
- Unnecessary use of single-use plastics

In Case of an Incident

We have developed an anonymous online reporting system that can be accessed on our website. All submissions will be forwarded in a timely manner to our harm reduction liaison who

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will be in touch should you wish to make a report or file a more formal grievance and provide full-documentation of the incident: <https://www.submersivetribe.com/submissions>.

Should there be a failure to adhere to the Conduct of Conduct outlined below, the Board of Directors reserve the right to disciplinary action. This includes:

- Verbal and written warnings
- Probation
- Law enforcement
- Short or long-term bans from Submersive Tribe's membership studio space, festival and events

The Board of Directors enact the following courses of action when responding to incidents:

- Should the incident be behavioural, and non-violent in nature, perpetrators typically receive a verbal or written warning
- Should a second incident occur, disciplinary action will be at the discretion of the Board of Directors. Disciplinary action may include, but is not limited to, verbal or written warnings, probationary periods, membership bans, bans from our Studio Space, Festival or Events, or police action
- Resolutions and courses of action are determined through mediation between our harm-reduction liaison, the victim and perpetrator, which is always upon request of the victim

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