

Code of Conduct

Winnipeg Fringe Theatre Festival

Introduction / Purpose

At the Winnipeg Fringe Theatre Festival (the “**Fringe Festival**”), we aim to create a space where everyone feels welcome. We value the inherent diversity within the creative arts and aim to foster a Fringe community that is safe and inclusive.

We are committed to celebrating creative risk in an artistic community that is supported by the principles of dignity and respect. In this spirit, we ask all Fringe participants and community members (staff, artists, patrons, volunteers etc.) to adhere to the following Code of Conduct and any associated policies.

Definitions

Community Member: Any person who comes on site to the Winnipeg Fringe Festival grounds, the Royal Manitoba Theatre Centre, or partnering venues, or who represents and/or participates in a Winnipeg Fringe Festival produced event. This includes but is not limited to attendees, patrons, performers, Fringe company members, sponsors, donors, vendors, volunteers and staff.

Consent: A voluntary, ongoing, active, and conscious agreement to engage in the activity in question. Consent or a “yes” that is obtained through pressure, coercion, force, threats, or by inducing intoxication, impairment, or incapacity is not voluntary consent. Silence or ambiguity or acquiescence do not constitute consent. Additionally, there is no consent when:

- it is given by someone else;
- the person is unconscious, sleeping, or lacks the capacity to consent;
- it was obtained through the abuse of a position of power, trust, or authority;
- the person does not indicate “yes” says “no”, or implies “no” through words, body language, and/or behaviours; and
- the person changes their mind and withdraws their consent.

It is the responsibility of all parties wanting to engage in an activity to obtain clear consent from the other, and to recognize that consent can be withdrawn at any time.

Discrimination: any differential treatment on the basis of an individual’s ancestry, colour, perceived race, nationality, national origin, ethnic background or origin, religion, creed or religious belief, religious association or activities, age, sex, gender, gender identity, gender expression or sexual orientation, physical characteristics, pregnancy, the possibility of pregnancy or circumstances related to pregnancy, marital or family status, source of income, political belief, political association or activity, physical or mental disability (except where such differential treatment is permitted by law), social disadvantage, or any other protected characteristic as defined by provincial Human Rights law. Please see the Harassment & Discrimination Policy.

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Harassment: objectionable conduct that creates a risk to the health of a community member, or severe conduct that adversely affects a community member's psychological or physical well-being. Please see the Harassment & Discrimination Policy.

Violence: the attempted or actual exercise of physical force against a person, and any threatening statement or behaviour that gives a person reasonable cause to believe that physical force will be used against the person. Please see MTC's Workplace Violence Policy.

Code of Conduct

To maintain a safe, inclusive, and welcoming environment, the Winnipeg Fringe Festival will not tolerate any behaviour that constitutes discrimination, bullying, intimidation, harassment, or any form of unwelcome conduct. All Community Members are expected to uphold standards that reflect the values of respect, professionalism, and accountability. Together, we are responsible for upholding the creative and inclusive spirit of the Festival.

We define a positive, respectful, and professional relationship as one in which individuals interact with one another in a manner that promotes mutual respect, trust, fairness, and collaboration, while maintaining appropriate boundaries and upholding the spirit of the Festival.

As part of this commitment, we ask all community members to:

- Maintain positive, respectful, and professional relationships with others. Be aware of and sensitive to the diverse & creative community involved with the Fringe Festival. Respect others' boundaries, identities and lived experiences;
- Act with honesty, integrity and accountability, and decline to participate in or condone any activities that may be considered unethical or illegal;
- Keep dialogue constructive. Use appropriate language for the context. Understand when it is appropriate to disengage from an interaction, prior to it becoming hostile;
- Avoid engaging in or condoning behavior that could put others at risk of physical, emotional, or mental harm;
- Practice active consent when engaging in activities with others;
- Support those who have experienced or disclosed harassment, violence, or discrimination by reporting any such incidents you witness, when you are able;
- Refrain from and do not condone any behavior that is bullying, non-consensual, discriminatory, harassing, is violent in nature, or is considered Hate Activity under the MTC Hate Activity Policy.

This Code of Conduct applies to all participants, volunteers, staff, artists, and attendees of the Winnipeg Fringe Festival. We are committed to ensuring all concerns are taken seriously and addressed promptly.

Responding to Violations

This Code of Conduct is intended to provide parameters within which all Community Members may engage with the Fringe Festival. If a breach of this Policy has occurred, we encourage all community members to report this breach to one of the following Festival Staff:

- The Festival Executive Producer
- The Festival Manager
- Human Resources at hr@royalmtc.ca

Note: This Code of Conduct does not replace the Winnipeg Fringe Festival's Harassment & Discrimination Policy or Hate Activity Policy, which provides additional means to report violations. The Winnipeg Fringe Festival encourages all Community Members to make use of the reporting provisions most applicable to their situation.

Upon receiving a report, the Winnipeg Fringe Festival is committed to conducting a prompt investigation. Community members can expect:

- A confidential review of the report with respect for all individuals involved;
- Every allegation will be assessed in context and with due process;
- Intent, impact, and severity will be considered in determining outcomes;
- Temporary suspension or removal from Festival spaces or roles, if deemed necessary and appropriate during the investigation;
- Appropriate follow-up measures or consequences based on the findings of the investigation.

If a breach is proven, corrective actions will be taken. These may include, but are not limited to:

- Training, coaching, or mediation may be applied—particularly in cases of unintentional harm;
- Verbal or written warning(s);
- Termination of employment or engagement (for staff, volunteers or contractors);
- Removal from a production or performance;
- Cancellation of a production or performance;
- Banning from current or future Winnipeg Fringe Festival events or venues.

Reports will be handled without fear of retaliation. The safety and dignity of all community members is our highest priority.

Should more information be required about this Policy, please contact:

Tori Popp

Festival Manager

tpopp@winnipegfringe.com, (204) 934-0308