

Little Mountain Gallery Community Arts Performance Association

GENERAL ORGANIZATION POLICIES

G-1 PUBLIC COMMUNITY STANDARDS	Approved: Reviewed: Next Review:
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Little Mountain Gallery Community Arts Performance Association and Little Mountain Gallery Comedy are committed to creating professional opportunities for comedy artists.

In order to create a community environment we expect everyone working, performing, learning, volunteering or watching programming or otherwise in our space to abide by our community standards:

1. Comedy can be divisive and sometimes people do or say weird things as they're learning or working on their art. But comedy shouldn't be a tool to bully or hurt other people, on stage or off. Be funny, but don't be a complete piece of shit while you're doing it.
2. We aim to be a supportive, non-threatening environment that encourages open-mindedness, respect, a willingness to learn from others, as well as physical and mental safety. We recognize that what is "safe" shifts depending on one's various identities and positionalities.
3. Violence, harassment, and discrimination violate the Canadian Criminal Code, the Canadian Charter of Rights and Freedoms, and the Human Rights Act. Little Mountain Gallery will not tolerate any violation of the law, and we commit to advancing equity and equality in the Vancouver comedy community.
4. Harassment includes any unwelcome behaviour that offends or intimidates. It can be sexual, physical, or verbal. The impact on the person(s) being harassed, not the intent of the harasser, defines harassment. Harassment is frequently initiated by a party with a real or perceived authority over their target.
5. Consent is an important part of a safe(r) space. Consent is a clear and unambiguous agreement to engage in a particular activity. It is expressed outwardly through mutually understandable words or actions, and is free of force. All members of the *Little Mountain Gallery* community must consider consent in how they are interacting with others.
6. We will not tolerate discrimination based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, disability, trauma history, socio-economic status or any other identity factors.

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7. Respect for the venue where we operate and people in it also means respecting the space itself. Intentional or unintentional damage to the venue, theft of materials or equipment will also not be tolerated.

These community standards apply to everyone in our community, and we all have a role to play to maintain a safe, respectful arts space. We commit to regularly reviewing our procedures and we welcome feedback from the community. We encourage you to reach out to [Executive Director, Brent Constantine](#) if you have any questions or concerns about our Community Standards.

Violations of Community Standards & Paths to Resolution

If you see or experience any violation of these community standards, and you feel safe doing so, you can choose to talk to the person violating the policy, or to a staff or board member at the venue.

You can also report instances of harassment or discrimination online [through the following form](#), or by reaching out to Little Mountain Gallery's [Executive Director, Brent Constantine](#).

We take all reports seriously. After a report of a violation is received, it will be reviewed by *Little Mountain Gallery's* Executive Director, Brent Constantine. If you provide us with your contact information, we will contact you to discuss options for resolution and support. Anonymous or not, your complaint will be treated with confidentiality and care. We will only share pertinent information with staff, board members, and community on a need-to-know basis.