

Declaration in favour of harassment-free work environments in Québec's cultural sector

CONSIDERING THAT associations of artists and associations of producers (hereafter referred to collectively as "Associations") as well as groupings in the cultural community (hereafter referred to as "Groupings") hereby agree that any persons working in Québec's cultural sector, regardless of their roles and responsibilities, should be able to exercise their profession in a safe and secure work environment, without being subject to harassment or violence.

CONSIDERING THAT, in this regard, Associations and Groupings have always defended the right of any person to work in an environment free of harassment or violence and that this principle has long been enshrined in their collective agreements, where applicable.

CONSIDERING THAT Associations and Groupings agree that it is important to continue working jointly with their respective members to ensure that this principle is upheld on a daily basis.

BE IT RESOLVED that Associations and Groupings:

1. REAFFIRM forcefully the right of all people working in Québec's cultural sector to exercise their profession in an environment free of harassment and violence;
2. ENCOURAGE persons who consider themselves victims of conduct that constitutes harassment or are witness to a situation constituting harassment, to report the said conduct without delay;
3. RECOGNIZE the courage and determination of persons who report conduct constituting harassment;
4. CONDEMN any person whose conduct towards another person constitutes harassment;
5. WILL NOT TOLERATE any reprisal measures taken against a person who, in good faith, denounces conduct constituting harassment;
6. OFFER training to their members, in accordance with their respective resources;
7. PLEDGE to promote this declaration.

In witness whereof, the Associations and Groupings signed

Signature

Date