

Anti-Discrimination & Harassment Policy

Rationale & Purpose

b current Performing Arts is a hotbed for culturally-rooted theatre development in Toronto. Originally founded as a place for Black artists to create, nurture, and present their new works, our company has grown to support artists from all diasporas. Over three decades, we have created space for intersectional voices to be heard, always with a focus on engaging the communities from which our stories emerge. As a result, these communities trust our company and respect the work that we do. Whether our audiences identify with our work through ethnic experience, social values, or political awareness, these groups are loyal to our programming because they recognize the high level of cultural authenticity and integrity we foster in our artists and their works.

This commitment to anti-racism and anti-oppression runs through our practices and as part of our programming. We not only work to adhere to the Ontario Human Rights Code but have an expectation that all affiliated with our organization will go beyond it to ensure that we operate in an inclusive way.

This policy applies to all b current activities, including but not limited to employment, program delivery, purchasing, and selecting vendors or consultants, and extends to engagement with donors, volunteers, staff, partners, employers, programs, and partners.

Purpose

b current affirms its strong commitment to principles of anti-racism and anti-oppression equity, diversity, and inclusion and will neither discriminate as part of its practices in any of its practices nor tolerate it in its programming. This policy applies to all b current activities, including but not limited to employment, program delivery, purchasing, and selecting vendors or consultants, and extends to engagement with donors, volunteers, staff, partners, employers, programs, and partners.

Policy

Protected Grounds

b current prohibits actions that discriminate against people based on the following grounds in the Ontario Human Rights Code:

- age
- ancestry
- colour
- race
- citizenship
- ethnic origin

- place of origin
- creed
- disability
- family status
- marital status (including single status)
- gender identity
- gender expression
- sex (including pregnancy and breastfeeding)
- sexual orientation
- receipt of public assistance
- record of offences (in employment only)

Protected social areas are:

- Accommodation (housing)
- Contracts
- Employment
- Goods, services and facilities
- Membership in unions, trade or professional associations

Penalties

Discrimination will not be tolerated, condoned, or ignored at b current. If a claim of discrimination is proven, disciplinary measures will be applied (up to and including termination). Our policies and procedures include a comprehensive complaints process.

Definitions

Discrimination: Unfair or prejudicial treatment of individuals or groups on the basis of the grounds listed above. Discrimination, whether intentional or unintentional, has the effect of preventing or limiting access to opportunities, benefits, or advantages that are available to other members of society. It is not a discriminatory practice for a person to adopt or carry out a special program, plan, or arrangement designed to prevent, eliminate, or reduce disadvantages that are likely to be suffered by any group of individuals when those disadvantages would be based on or related to the prohibited grounds of discrimination.

Anti-racism/Anti-oppression: an active and consistent process of change to eliminate individual, institutional and systemic racism as well as the oppression and injustice racism causes.

Diversity: The presence of a wide range of human qualities and attributes within a group, organization, or society. The dimensions of diversity include, but are not limited to, ancestry, culture, ethnicity, gender, gender identity, language, physical and intellectual ability, race, religion, sex, sexual orientation, educational background and expertise and socio-economic status.

Equity: A condition or state of fair, inclusive, and respectful treatment of all people. A distinct process of recognizing differences within groups of individuals, and using this understanding to achieve substantive equality in all aspects of a person's life. Equity does not mean treating people the same without regard for individual differences.

Family Status: Spouse or spousal equivalent, children, parents, or siblings.

Inclusion: The situation in which individuals or communities (both physical and demographic) are fully involved in the society in which they reside, including the economic, social, cultural, and political dimensions of that society.

[Full glossary of human rights terms](#) as per the Ontario Human Rights Commission