

# CODE OF CONDUCT

Take action to prevent harassment and maintain a healthy work environment in the cultural sector

## WHAT IS HARASSMENT?

### 5 cumulative elements:

- 1 Vexatious behaviour,
- 2 in the form of repeated conduct,
- 3 that is hostile or unwanted,
- 4 that affects a person's dignity, or psychological or physical integrity,
- 5 that results in a harmful work environment

However, a **single serious incidence** can be considered harassment

Examples of inappropriate behaviour:

**Humiliation / bullying**  
**Insults / vulgar language**  
**Unwelcome advances**  
**Touching**

Examples of serious actions:

**Assault**  
**Death threats**

Psychological harassment should not be confused with other work-related issues, like the legitimate exercise of management rights, a clash of personalities between two individuals, or a work environment that is demanding or has certain constraints.

## WHAT DO I DO?

### REPORT THIS CONDUCT RIGHT AWAY:

- To the producer or his/her representative
- To your union or professional association
- To your employer
- To any other organization

### CONTACT L'APARTÉ:

For confidential help, resources or legal information

**L'APARTÉ**  
Ressources contre le harcèlement et les violences en milieu culturel

450-396-9449  
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