

How to be a Good Community Member:

THE GRINDSTONE COMMUNITY STANDARDS

*“The Grindstone” is built to be a place where we sharpen one another by working together, but sometimes people can rub each other the wrong way, and even hurt each other. We hope that by encouraging positive behaviour, discouraging harmful behaviour, and having strong conflict resolution procedures, we can create a space that fosters unity and community growth that makes an impact on an international stage. To be a part of this awesome community there’s one overarching rule that we ask that you abide by: **Respect the dignity of every person.** Here’s how we do that:*

- **Show respect.** Our community’s strength comes from its diversity, inclusivity and mutual respect. Listen, and give individuals and groups that are speaking or performing your focus and respect. We encourage land acknowledgements which respect that we operate on Treaty 6 land and that we are all treaty people. We ask that you try to use the desired pronouns of every individual, and use inclusive, respectful language towards others.
- **Look out for each other.** We all have a role to play here. Take an active role in the collective responsibility of maintaining The Grindstone as a safe and inclusive arts space. If you witness some form of harassment or discrimination please make The Grindstone staff aware either in person or through our online form so that we can respond. If you feel comfortable to do so, step in to immediately address the situation and offer support to the individual who is being made uncomfortable or harmed. Always be aware of accessibility issues and avoid taking up accessible spaces if you do not need them (ie. accessible seats, washrooms, doorways).
- **Ask for consent.** Each individual’s physical and emotional boundaries are different. Make sure to know and communicate your own boundaries, and ask when you might be unsure about someone else’s. Seek explicit and on-going consent before engaging physically with someone, whether on stage or off.
- **Take responsibility.** Intent is not impact. Be aware that your actions have an effect on others, whether you mean them to or not. Take responsibility when someone communicates that your actions have affected them and be willing to humbly listen so that you can prevent physical or emotional harm in the future. Assume positive intent from others, they may not know that they were causing anyone harm or

making someone uncomfortable. Communicating clearly how they have done so helps them take responsibility for their actions. Reach out to others, including Grindstone staff, if you need help or support.

- **Express yourself.** When the stage is yours, feel free to take it without fear. You can push boundaries, create dialogue, and pursue creative expression, on stage and off, without hurting others in our community. If you're offended at something you heard or saw, feel free to share that with the individual performer, the Producer of that show or The Grindstone staff in person or by email. Practice healthy communication skills through openness, honesty, direct communication, active listening, and reflection. Engage in conversations about making our spaces more inclusive whether it be in regard to language, behaviours or other areas, and share with us suggestions of how to make our policies better.

Welcome to the Grindstone Community.

*These Community Standards are posted at The Grindstone Box Office and Green Room. We expect all community members to abide by these community standards.

For more information related to Grindstone's Harassment Prevention & Complaint Resolution Guidelines, including Unacceptable Behaviours, how we Process Formal Reports, Show Warnings and Artistic Expression, and further Definitions related to our Community Standards, please go back to our Community Standards Page and read our Harassment Prevention & Complaint Resolution Guidelines

If you experience or witness a Grindstone Community Member showing harmful behaviour please report it to us at The Grindstone Office.