



# THE HELICONIAN CLUB

since 1909

## **The Toronto Heliconian Club Policy on Harassment and Sexual Harassment For the Monday Life Drawing Group**

The Board of Directors and the Manager of The Toronto Heliconian Club, and the Convenors of the Monday Life Drawing Group commit to fostering a safe work environment for artists and models that is free of harassment and of sexual harassment as defined in the Canadian Human Rights Code

### **Harassment is:**

- Offending or humiliating someone physically or verbally.
- Threatening or intimidating someone.
- Making unwelcome jokes or comments about someone's race, national or ethnic origin, colour, religion, age, gender, sexual orientation, mental status, family status, disability or pardoned conviction.

### **Sexual harassment is:**

- Offensive or humiliating behaviour that is related to a person's gender.
- Behaviour of a sexual nature that creates an intimidating, unwelcome, hostile or offensive work environment.
- Behaviour of a sexual nature that could reasonably be thought to put sexual conditions on a person's job or employment opportunities.

In addition, we want a work environment for artists and models that is free from **disruptive or intrusive behaviour during the time models are posing**. Do not:

- Encroach on the model's space, touch the model, walk on or approach the model stand.
- Take photographs.
- Use cell phones.
- Talk or whisper, move around the studio, scrape furniture, drop objects, slam doors.

Please address any complaints or issues to be resolved to the Convenors or the Manager. If the issue cannot be resolved, they reserve the right to ask the person or persons involved to refrain from attending the Monday Life Drawing sessions.

Approved by the Board of Directors  
Date: November 22, 2019.