



This is a Safe Work Space

“Every person should be able to work in a safe and healthy workplace.”

Welcome to the Arts Station; a safe and inclusive environment. As a user of the Arts Station building, you are part of helping to keep this workplace safe for Fernie & District Arts Council (FDAC) staff and all who use this building.

We expect the following behaviour towards staff from all people using the Arts Station:

- Respect for people
- Fairness
- Courtesy
- Acceptance of different working styles
- Openness to change
- Integrity
- Leadership/Responsibility
- Asking questions before making assumptions

This is what bullying can look like:

Bullying is usually seen as acts or verbal comments that could psychologically or ‘mentally’ hurt or isolate a person in the workplace. Bullying usually involves repeated incidents or a pattern of behaviour that is intended to intimidate, offend, degrade or humiliate a particular person or group of people. It has also been described as the assertion of power through aggression.

FDAC’S responsibility to keep the workplace safe for employees.

FDAC will not tolerate any form of bullying or harassment towards staff that makes them feel unsafe, unwelcome in their work environment, or causes them stress and anxiety throughout their workday.

It is our legal responsibility to keep staff safe.

If, through an investigation, it is found that someone has behaved in an unacceptable way towards staff, this may result in a written reprimand, removal from the space, or a permanent ban or further actions at the discretion of the FDAC board.

To view FDAC’s Code of Conduct policy please visit: theartsstation.com/code-of-conduct/