

## **POLICY ON DISCRIMINATION, HARASSMENT, & ABUSE**

As a private organization we reserve the right to refuse entry to a player based on unsafe, disrespectful or abusive behaviour, regardless of whether or not they stem from incidents occurring at 4<sup>th</sup> Dimension Labs events. If a person engages in behavior in contravention of this policy 4<sup>th</sup> Dimension Labs will take prompt action in any form they deem appropriate.

Potential Sanctions may include:

- Being permitted to attend 4<sup>th</sup> Dimension Labs events on a probationary basis only
- Temporary suspension from attending 4<sup>th</sup> Dimension Labs events
- Permanent banning from 4<sup>th</sup> Dimension Labs events
- Immediate ejection from a 4<sup>th</sup> Dimension Labs event without refund

Our policy applies to EVERYONE in the 4<sup>th</sup> Dimension Labs community. Players, Marshalls, Storytellers, Staff and Directors are all subject to our Policy on Discrimination, Harassment and Abuse and will be held to the same standards and disciplinary action.

### **Basis for the Policy**

The Alberta Human Rights Commission is the guiding document for 4<sup>th</sup> Dimension Labs policy. Please refer to it for in-depth explanations of discrimination, harassment or abuse, and to learn more about your rights under the Act.

By the Alberta Human Rights Commission, Harassment occurs “when someone is subjected to unwelcome verbal or physical conduct”.

Notably, the Act prohibits discrimination on the basis of a number of grounds such as:

- Race
- Religious beliefs
- Colour
- Gender
- Physical or mental disability
- Age
- Ancestry
- Place of origin
- Marital status
- Source of income
- Family status
- Sexual orientation

4<sup>th</sup> Dimension Labs is committed to protecting these rights at all events.

## Reporting

If you feel that you or someone else has been the target of discrimination, speak to an organizer. If you have been the target of assault or harassment of a criminal nature you should consider reporting it to the police. If you wish to make a police report, 4<sup>th</sup> Dimension Labs will be pleased to offer assistance or support if you wish.

Reporting sexual harassment and assault can be difficult. Complaints can be made through a third party, such as a friend or confidant, but a 4<sup>th</sup> Dimension Labs organizer or a designate will need to confirm the complaint with the individual from whom it originates before taking action.

4<sup>th</sup> Dimension Labs pledges to take seriously, investigate, and take prompt, appropriate action on every report we receive.

4<sup>th</sup> Dimension Labs takes the privacy and confidentiality of people making reports under the policy extremely seriously, and we will not reveal your identity or the substance of your report unless it is absolutely necessary to obtain information about the incident or take action related to the incident.

4<sup>th</sup> Dimension Labs will not take any sort of retaliatory action against you for reporting or not reporting a problem.

4<sup>th</sup> Dimension Labs will always err on the side of safety and will assume that any and all reports are made honestly and in good faith. False reports of sexual assault and harassment are far less common than non-reporting, however in the event that it has been determined that a report has been made falsely or disingenuously it will be treated as harassment under our policy.