

Mutual Shared Respect

Shadowland Theatre is committed to maintaining a respectful creative environment where people can feel safe to participate.

- **Freedom from discrimination & harassment**

The Company does not tolerate this type of behaviour and has policy and guidelines prohibiting it and for dealing with it.

See Shadowland Theatre HR Policy; and Shadowland Theatre Anti-Racism, Access, & Equity Policy

- **Participants and employees have the right to**

- come to work as their whole, unabashed self regardless of race, national or ethnic origin, colour, religion, sex, age, disability, sexual orientation or gender presentation.

- a work environment designed to protect them from violence and harassment.

- feel safe and supported in their work.

- report threats and or incidents of violence or harassment in any of our workplaces without fear of retaliation, revenge, or punishment.

- bring a complaint or report to the Company or directly to the Board of Directors.

See Shadowland Theatre Volunteer Handbook; and, the Human Rights Complaint Process in the Shadowland Theatre Anti-Racism, Access, & Equity Policy

Orientation & Training

All Shadowland participants will

- receive adequate orientation and training and assignments according to skills, interests and training.
- be treated as a respected member of the work team.
- have opportunities for ongoing development.
- have opportunities to express their opinions and ideas, explore their creativity, and have fun!

See the Shadowland Volunteer Handbook

Shadowland Theatre is committed to its participants having the knowledge, understanding and skills to work with and provide services to diverse communities, particularly equity-seeking communities.

From Shadowland Theatre Anti-Racism, Access, & Equity Policy

Policies & Procedures

- Shadowland develops policies and procedures as guidelines for carrying out its work effectively, with sensitivity and with consciousness of its values, culture and commitments.

- Policies and procedures are the framework on which the Company can create original theatre that will entertain, empower and inspire people.

- This Roadmap shows how the fundamental framework engages each person who takes part in Shadowland activities.

A Roadmap for Theatre that Bridges & Inspires

Culture & Values

Shadowland creates original theatre that entertains, engages, empowers, and inspires people to interact positively with each other and their environments. We try to express our deepest imaginings and our highest hopes. Shadowland Theatre Mandate & Mission

- **Artistic Vision**

Shadowland's focus is on the active and visceral expression of community, the land and our histories through community-engaged theatre. Shadowland is eclectic, multi-disciplinary, celebratory, and encompasses an holistic set of techniques that engage the senses of audiences, participants, and artists. We believe that theatre is an agent for well-being in society. Participation in it creates inspired, tolerant, and active citizens. Central to our approach is a philosophy of open access to artistic creation and expression.

From Shadowland Vision (Volunteer Handbook)

Commitment to Community

Shadowland welcomes and is committed to community participation. The theatre that results is more reflective and celebratory of distinctive community cultures and histories.

- **Recognizing barriers to services**

for members of diverse communities, particularly for equity-seeking groups, we are committed to eliminating these barriers.

- **Shadowland Theatre will:**

- ensure that diverse communities have equitable (fair and equal) access to its services, resources and decision making.
- be nondiscriminatory and promote the goals of anti-racism, access and equity.
- ensure its services, programs and decision-making reflect the community it serves.

See Shadowland Theatre Anti-racism, Access, & Equity Policy

Company Structure

- **Board of Directors**

The Board of Directors manages the business affairs of the Corporation (Shadowland Theatre) through legislation and the Shadowland By-Laws. Directors make sure that the organization uses its resources effectively and in the best interests of their 'Stakeholders' - the volunteers, employees, guest artists, student placements, community partners and members, funders.

- **Artistic Directors**

The Board appoints the Artistic Directors who recruit, select, supervise and evaluate (and if necessary, release) all other staff at Shadowland Theatre. Continuity of the Artistic Directors' role is the organization's first priority. See Shadowland HR Policy

The Artistic Directors are responsible for initiating policies and procedures and new creative vehicles energized by the Company's mandate and values.

Working with Shadowland

Shadowland Theatre recognizes and values the contributions of all Staff. For details about employment, check out Shadowland's HR Policy.

- **Staff Members**

- contribute to the ongoing development of Shadowland Theatre.
- facilitate the implementation of Shadowland's policies.
- respect and promote Shadowland's values, vision and mandate.
- contribute to the day to day operation of Shadowland Theatre.

Shadowland Theatre is committed to achieving representation of equity-seeking groups on its staff by making sure that members of these communities have equitable (fair and equal) access to employment.

From Shadowland Anti-Racism, Access, & Equity Policy