

We respectfully acknowledge and recognize that the work of the SAFMS takes place on the unceded traditional territory of the Secwepemc Peoples.

HUMAN RESOURCES

OVERVIEW

SAFMS believes that qualified and dedicated human resources contribute to the innovative development and growth of the organization.

The SAFMS subscribes to the Human Rights Code of British Columbia.

SAFMS is firmly committed to creating a positive work environment for all Employees, Board members, sponsors, contractors, volunteers, artists, and patrons by ensuring that **equality, diversity, cultural safety, and inclusivity** policies are implemented in all its forms at all organizational levels - throughout all programs, policy formulation, and decision making. Further information can be obtained from the following website.

https://www.employerline.ca/bc/employer-advice/human-rights-code/?gclid=CjwKCAiAs92MBhAXEiwAXTi25wH2ZfVtahsTZ9tV_YfMFUF5Hu6avHOF-8sJy2N8XNZOLJ6rvwFDqhoCfEcQAvD_BwE

Recognition of the rights of all individuals to receive mutual respect, and acceptance of others without biases based on differences of any kind.

SAFMS will introduce new employees to the office, office staff, and office procedures at the beginning of the work term. The intent is to provide each employee with a rewarding work experience at our non-profit organization and our events.

OPEN-DOOR

As a member of the SAFMS, staff, volunteers, all human resources are one of most important assets. SAFMS will strive to keep the lines of communication open. Should you have any questions or concerns, please use our open-door policy. All matters discussed will be considered confidential. To express a comment or concern, you may speak with your immediate supervisor.

If you do not feel comfortable discussing your concerns with an immediate supervisor please contact a senior staff member.

CULTURAL SAFETY

Cultural safety is an outcome based on respectful engagement that recognizes and strives to address power imbalances, resulting in an environment free of racism and discrimination, where people feel safe. Cultural humility is a process of self-reflection to understand personal and systemic conditioned biases and develops and maintains respectful processes and relationships based on mutual trust. Cultural humility involves humbly acknowledging oneself as a life-long learner when it comes to understanding another's experience.

To further the goals of this policy and ensure implementation SAFMS

- Adopts and will implement cultural safety and humility into its environment and will consider an indigenous-led approach to further enhance our relationship with our indigenous communities.
- Is committed to providing a harassment-free space for everyone, regardless of sexual orientation, gender, gender identity, disability, physical appearance, age, language, race, ethnicity, nationality, religion, socioeconomic status, or otherwise.
- Acknowledges that sexualized and gender-based violence is a pervasive and widespread issue. We recognize that there is much work to be done to address, respond, and prevent sexualized violence in our community and to build a safer environment for everyone.

SAFMS does not tolerate harassment or discrimination of patrons, artists, volunteers, affiliates, board or staff in any form. Anyone who violates this policy may be banned from our event spaces at the discretion of our event supervisor(s) and/or our event support team. This policy applies to all SAFMS spaces and programs including our events and concert series.

Such behaviors include, but are not limited to:

- Offensive, derogatory, threatening, aggressive, or silencing comments related to gender, gender identity and expression, sexual orientation, disability, physical appearance, age, language, body size, race, ethnicity, nationality, religion, socioeconomic standing, or otherwise
- Violence, intimidation, stalking, or unwanted following of a person
- Persistent micro-aggressions in the form of comments, jokes, or otherwise
- Inappropriate physical contact without consent
- Unwelcome sexual attention
- Advocating or encouraging any of the above behavior