

Investors in Canada's creative industries commit to ensuring a safe and respectful work environment for all

Montréal, April 17, 2018

As investors in Canada's creative industries, we are committed to working together, alongside our industry partners and stakeholders, towards taking measures that ensure a safe and respectful work environment for all.

Today, we share our common guiding principles that will serve as a basis for our actions going forward. These principles are a result of discussions held over the last three months. Each organization will have its own approach and/or plan inspired by this joint commitment, and many have already begun implementation.

These guiding principles are a first step in an ongoing process to create sustainable mechanisms to shift the current workplace culture in our creative industries.

We salute the associations, guilds and other organizations who have contributed to this important work, and we thank the brave individuals from across the country who have come forward with their stories.

Together, along with all members of the creative industries, we will continue to work to achieve positive change.

Signatories

TELEFILM
CANADA

Alberta Film

Canada Media Fund
Fonds des médias du Canada

creativeBC

creative
SASKATCHEWAN

MFM
MANITOBA | Musique Film
Film & Music | MANITOBA

Newfoundland & Labrador
Film Development
Corporation

n|s|b|i
Nova Scotia Business Inc.

NORTHWEST
TERRITORIES
FILM
COMMISSION

Nunavut Film Development Corporation
 Nunavut Film Development Corporation

Ontario
Ontario Media Development
Corporation
Société de développement
de l'industrie des médias
de l'Ontario

SODEC
Québec

Yukon

Guiding Principles: creative industries commitment to an ecosystem of respect

I. Our commitment:

As investors in Canada's creative industries, we are committed to supporting a healthy ecosystem that thrives in a culture of mutual respect, dignity and inclusivity that is free from any form of harassment.

II. Our Guiding Principles:

We continue to support the prevention and eradication of harassment, in any form, in our own organizations and in the companies we support. We encourage the industry to respond to harmful behaviour in a timely and meaningful way.

We believe that:

- creating and maintaining an inclusive and respectful workplace is everyone's responsibility
- harassment cannot be tolerated
- complainants and victims of harassment must be supported and protected
- safe reporting mechanisms should be put in place to protect complainants and victims
- awareness and education on the prevention of harassment are critical elements to ensuring safe and inclusive workplaces for everyone

We expect all companies that work with, or seek funding from, our organizations to respect these principles, comply with relevant laws and implement policies and procedures for a harassment-free workplace.

Signatories:

