**Declaration in favour of harassment-free work environments in Québec’s cultural sector**

**CONSIDERING THAT** cultural organizations (hereafter referred to collectively as “Organizations”) as well as employers of the sector, artists or cultural workers (hereafter referred to as “Employers”) hereby agree that any persons working in Québec’s cultural sector, regardless of their roles and responsibilities, should be able to exercise their profession and work in a safe and secure environment, without being subject to harassment or violence.

**CONSIDERING THAT,** in this regard, Organizations and Employers defend the right of any person to work in an environment free of harassment or violence and that this principle is enshrined in their collective agreements, where applicable.

**CONDERING THAT** Organizations and Employers agree that it is important to ensure that this principle is upheld on a daily basis.

BE IT RESOLVED that Organizations and Employers:

1. REAFFIRM forcefully the right of all people working in Québec’s cultural sector to exercise their profession in an environment free of harassment and violence;

2. ENCOURAGE persons who consider themselves victims of conduct that constitutes harassment or are witness to a situation constituting harassment, to report the said conduct without delay;

3. RECOGNIZE the courage and determination of persons who report conduct constituting harassment;

4. CONDEMN any person whose conduct towards another person constitutes harassment;

5. WILL NOT TOLERATE any reprisal measures taken against a person who, in good faith, denounces conduct constituting harassment;

6. OFFER training to their teams, in accordance with their respective resources;

7. PLEDGE to promote this declaration.

In witness whereof, the Organizations and Employers signed

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Name

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Signature Date