



AFDC Code of Conduct

Fight Directors Canada is committed to creating and maintaining a safe rehearsal learning space and working environment. It is expected that all workshop participants conduct themselves in a way that is professional and respectful of all others, their time, and energy.

Fight Directors Canada understands that the work demanded through movement and stage combat requires building trust with fellow artists, in turn learning how to become a better scene partner and learning new skills. We want to create a space where failure is embraced, artistic risks can be taken, and people are always

encouraged to try.

The FDC community is built with the spirit and responsibility of keeping our rehearsals, workshops, performances, and all affiliated events safe, as well as providing a welcoming and inclusive space.

We believe that being proactive when it comes to safety is the best way to prevent incidents from occurring. Please be respectful, careful, and perceptive of others' boundaries. Please report concerning behaviours you experience, and hold your fellow artists accountable.

Workshop participants have the responsibility to treat one another with dignity, respect, and hospitality, and to ensure that the working environment is free from harassment, bullying, and violence.

Specific Unacceptable behaviours include but are not limited to:

- **Causing wilful harm to another person**
- **Wilful destruction of property**
- **Any forms of bullying in person and/or online**
- **Verbal harassment, abuse, or threats**
- **Microaggressions**
- **Consumption of alcohol or any mind-altering substances before or during any rehearsals or performances. (*Certain circumstances and cases including medicinal use of Cannabis may be allowable, but should be relayed to FDC prior to commencement of the workshop.*)**
- **Any conduct which could reasonably be viewed as damaging to the interests of the company.**

Fight Directors Canada does not tolerate any acts of harassment, sexism, racism, ableism, homophobia, and/or transphobia.

Grievances and reporting

Any participant who believes they have witnessed or experienced a breach in conduct are asked to approach the Board. We do also encourage them to bring it to the attention of the room if they feel safe to do so. If the individual or individuals do not feel safe addressing the issue directly or publicly, they may report to any member of the Board of Directors as stated in the [Policies and Procedures](#) (beginning on page 21).

These are the main board contacts they may approach individually to address any issues they may have.

Actor/Combatant Representative: Michelle Lewis, combatantrep@fdc.ca.

Fight Instructor Representative: FI Rachel Flesher, firep@fdc.ca.

Third Party Contact

Fight Directors Canada will always have Third Party Contact that will be available during the national workshop. We acknowledge that power structures can be problematic and would like to provide an avenue for our participants to access someone who is not affiliated with FDC. We choose someone from the local community not tied to the organization as a board member, instructor, fight director or master.

The Third Party Contact for the Workshop is *(Name)* from Saskatoon, who can be contacted at *(Contact)*.

Understanding the code of conduct is a living document and is subject to developments in the interest of our organization and the safety and well-being of participants in this and future workshops, this document is reviewed annually or on an as needed basis. If you have feedback or questions, please email president@fdc.ca or secretary@fdc.ca.

*Fight Directors Canada would like to acknowledge the support of The Vancouver Improv Festival, Amy Shostak, Giselle Trenaman-Clark, Fairlie Harvey and Affair of Honor in sharing their policies to form the basis of this one.

Name: _____

Signature: _____

Date: _____