



## **SAFER SPACES AND INCLUSION POLICY**

Everyone has the right to feel safe at Sled Island regardless of age, ancestry, colour, family status, gender identity, gender expression, marital status, mental disability, physical disability, place of origin, race, religious beliefs, sexual orientation or source of income (Alberta Human Rights Act).

To this end, Sled Island has developed a policy to help foster safer spaces at festival events. Copies of this document will be available at Sled Island pass pick-up, included in all artist bags and available to download at [SledIsland.com/SaferSpaces](https://SledIsland.com/SaferSpaces). Additionally, key safer spaces information including protocols and hotline numbers will be posted in all venue washrooms.

This document will be updated on an ongoing basis to ensure it meets the needs of our community. If you have questions or comments, please get in touch with us at [contact@sledisland.com](mailto:contact@sledisland.com).

### **ATTENDEE CONDUCT**

Sled Island does not tolerate abusive or discriminatory behaviour. Such behaviour is grounds for removal from a Sled Island venue and may result in cancellation of one's passholder privileges or a permanent Sled Island ban.

If you witness abusive or discriminatory behaviour at Sled Island, please speak with a volunteer venue manager (ask any Sled Island volunteer for assistance finding the volunteer venue manager). All volunteer venue managers undergo mandatory annual Community Bystander Training provided by the Calgary Sexual Health Centre and are equipped to provide survivor-focused interventions.

Sled Island staff and venue staff have the authority to remove offenders from festival venues. Any decision to cancel an offender's passholder privileges or permanently ban an offender is at the discretion of Sled Island staff. The safety of survivors is always our primary consideration, and any decision to cancel an offender's passholder privileges or permanently ban an offender will be made on a case-by-case basis in consultation with survivors when possible.

Attendees who have had their passholder privileges cancelled or who have been permanently banned will be given contact information for the Calgary Sexual Health Centre, which they may approach for educational resources and guidance on next steps. As the safety and comfort of survivors is our primary concern, any steps taken with the Calgary Sexual Health Centre have no bearing on whether attendees who have had their passholder privileges cancelled or who have been permanently banned will be permitted to attend Sled Island in the future.

Second chances may be offered on a case-by-case basis at the discretion of Sled Island staff. The safety of survivors is always our primary consideration, and any decision to offer a second chance will be made in consultation with survivors when possible.

Please note: We are a very small staff and do not have the human resources to guarantee an immediate response to concerns about attendee history shared in the days directly before or during the festival (June 20 - 24, 2018). Regardless of timing, we believe survivors and will address all concerns as efficiently as possible.

We do not have the expertise or authority to mediate conflicts or provide advice on conflict or crisis resolution. If you require support, please contact Calgary Communities Against Sexual Abuse at 1-877-237-5888 or Distress Centre Calgary at 403-266-4357. Learn more in the “How to Access Support” section below.

## **ARTIST CONDUCT**

Artists with a history of abusive or discriminatory behaviour, or behaviour that is otherwise deemed detrimental to the creation of safer spaces at Sled Island, are not welcome at Sled Island. All programming decisions are made in consideration of these concerns using the fullest extent of our knowledge.

Sled Island believes survivors. We reserve the right to cancel any artist, without payment or other compensation, who we believe to have a history of abusive or discriminatory behaviour, or behaviour that is otherwise deemed detrimental to the creation of safer spaces at Sled Island. The safety of survivors is always our primary consideration, and any decision to cancel an artist will be made on a case-by-case basis in consultation with survivors when possible.

Cancelled Calgary-based artists will be given contact information for the Calgary Sexual Health Centre, which they may approach for educational resources and guidance on next steps. As the safety and comfort of survivors is our primary concern, any steps taken with the Calgary Sexual Health Centre have no bearing on whether a cancelled artist will be invited to play Sled Island in the future.

Second chances may be offered on a case-by-case basis at the discretion of Sled Island staff. The safety of survivors is always our primary consideration, and any decision to offer a second chance will be made in consultation with survivors when possible.

Please note: We are a very small staff and do not have the human resources to guarantee an immediate response to concerns about artist history shared in the days directly before or during the festival (June 20 - 24, 2018). Regardless of timing, we believe survivors and will address all concerns as efficiently as possible.

We do not have the expertise or authority to mediate conflicts or provide advice on conflict or crisis resolution. If you require support, please contact Calgary Communities Against Sexual Abuse at 1-877-237-5888 or Distress Centre Calgary at 403-266-4357. Learn more in the “How to Access Support” section below.

## **VOLUNTEER CONDUCT**

Individuals with a history of abusive or discriminatory behaviour, or behaviour that is otherwise deemed detrimental to the creation of safer spaces at Sled Island, are not welcome as Sled Island volunteers.

Sled Island believes survivors. We reserve the right to revoke volunteer privileges and/or permanently blacklist any individual who we believe to have a history of abusive or discriminatory behaviour, or behaviour that is otherwise deemed detrimental to the creation of safer spaces at Sled Island. The safety of survivors is always our primary consideration, and any decision to revoke volunteer privileges and/or permanently blacklist a volunteer will be made on a case-by-case basis in consultation with survivors when possible.

Calgary-based volunteers whose privileges have been revoked because of safer spaces policy violations will be given contact information for the Calgary Sexual Health Centre, which they may approach for educational resources and guidance on next steps. As the safety and comfort of survivors is our primary concern, any steps taken with the Calgary Sexual Health Centre have no bearing on whether a volunteer whose privileges have been revoked will be permitted to volunteer with Sled Island in the future.

Second chances may be offered on a case-by-case basis at the discretion of Sled Island staff. The safety of survivors is always our primary consideration, and any decision to offer a second chance will be made in consultation with survivors when possible.

Please note: We are a very small staff and do not have the human resources to guarantee an immediate response to concerns about volunteer history shared in the days directly before or during the festival (June 20 - 24, 2018). Regardless of timing, we believe survivors and will address all concerns as efficiently as possible.

We do not have the expertise or authority to mediate conflicts or provide advice on conflict or crisis resolution. If you require support, please contact Calgary Communities Against Sexual Abuse at 1-877-237-5888 or Distress Centre Calgary at 403-266-4357. Learn more in the "How to Access Support" section below.

## **OFFENSIVE ATTIRE**

Offensive attire, including (but not limited to) hate symbols or culturally appropriative attire, is not welcome at Sled Island. Such attire may be grounds for removal from a Sled Island venue and may result in cancellation of one's passholder privileges or a permanent Sled Island ban.

If you have concerns about offensive attire at Sled Island, please speak with a volunteer venue manager (ask any Sled Island volunteer for assistance finding the volunteer venue manager). All incidents will be addressed on a case-by-case basis in consultation with Sled Island staff when appropriate. Sled Island staff and venue staff have the authority to remove offenders from festival venues. Any decision to cancel an offender's passholder privileges or permanently ban an offender is at the discretion of Sled Island staff.

## **COMMUNITY BYSTANDER TRAINING**

Sled Island's core staff and volunteer venue managers undergo mandatory annual Community Bystander Training provided by the Calgary Sexual Health Centre. Community Bystander Training offers the practical skills needed to recognize when and how to help when witnessing power-based violence.

Sled Island actively encourages all of its venues to complete Community Bystander Training. Venues that have completed this training are indicated at [SledIsland.com/Venues](https://sledisland.com/Venues). All Sled Island venues are made aware of Sled Island's safer spaces policies and agree to abide by them during the festival.

Sled Island passholders interested in completing Community Bystander Training are invited to do so on Saturday, June 23 at 11:00am at the Memorial Park Library (Salon, Main Floor).

## **HOW TO ACCESS SUPPORT**

Sled Island has partnered with Calgary Communities Against Sexual Abuse to provide 24-hour, toll-free support and information to festival attendees. Calgary Communities Against Sexual Abuse is the primary sexual abuse and sexual assault crisis and education service provider for Calgary and surrounding areas.

If you need support, please contact or ask a volunteer venue manager to contact Calgary Communities Against Sexual Abuse at **1-877-237-5888** (ask any Sled Island volunteer for assistance finding the volunteer venue manager). Their trained staff will respond to your needs, which could include dispatching experts or connecting you with other resources if desired. Thanks to the Calgary Sexual Health Centre for their assistance in developing this initiative.

For other support, please contact Distress Centre Calgary's 24-hour crisis line at **403-266-4357**. Distress Centre Calgary provides crisis support, professional counselling and referrals at no cost.

These numbers will be posted in all venue washrooms.

## **SAFE ROOMS & SAFE WALKS**

Whenever possible, Sled Island venues will offer safe room access upon request. To access a safe room, please speak with a Sled Island volunteer venue manager (ask any Sled Island volunteer for assistance finding the volunteer venue manager). Safe walks to a second festival location or support while waiting for public or other transportation are also available upon request.

For security reasons, the Sled Island volunteer venue manager will be present in the safe room until next steps (if any, and only if desired by the survivor) are discussed with trained staff at Calgary Communities Against Sexual Abuse. In the event that the volunteer venue manager is male, he will offer that a female or non-binary volunteer or venue staff member be present in his place if desired (no questions asked). Please note that we cannot guarantee whether non-venue manager volunteers and venue staff have completed Community Bystander Training.

## **WASHROOMS**

Whenever possible, Sled Island venues will offer gender-neutral washrooms in addition to gender-specific washrooms. Washroom information is available at [SledIsland.com/Venues](https://sledisland.com/Venues).

## **BAG CHECKS**

Bag checks are mandatory for all Sled Island shows at Dickens, the HiFi Club and The Palace Theatre. If you have questions or concerns about bag checks at Sled Island, please email [contact@sledisland.com](mailto:contact@sledisland.com).

## **VENUE ACCESSIBILITY**

Accessibility varies by venue. Detailed information on wheelchair access, seating and washrooms is available at [SledIsland.com/Venues](http://SledIsland.com/Venues).

## **FINANCIAL ACCESSIBILITY**

Sled Island offers an assortment of free events each year at venues including Tubby Dog, the Ship & Anchor and the Sled Island Block Party in Inglewood. For details, visit [SledIsland.com/Schedule](http://SledIsland.com/Schedule).

Those interested in purchasing a Sled Island pass can take advantage of Sled Island's payment plan, which allows for the purchase of a Sled Island Discovery Pass or Discovery Plus Pass in either four-month or seven-month installments (must purchase by April each year).

Additionally, Sled Island strives for all-ages inclusion and accessibility by offering a low-cost All-Ages Pass (\$40) exclusively for attendees under 18. The All-Ages Pass offers access to more than 50 all-ages events including music, comedy and art for the price of a single show ticket. Learn more at [SledIsland.com/Passes](http://SledIsland.com/Passes).

## **HARM REDUCTION**

Sled Island does not condone the use of illegal substances.

Harm reduction volunteers from Calgary PartySafe (official Alberta Health Services community partner: SafeWorks Harm Reduction) will be on site at the Sled Island Block Party in Inglewood to distribute information and help facilitate safer decisions around substance use. Calgary PartySafe volunteers are trained to use Naloxone and will have kits on site at the event.

Naloxone can reverse an opioid overdose, including fentanyl. You don't need a prescription and it's free at more than 900 sites across Alberta. For more information and additional Naloxone kit distribution locations, visit: <http://www.health.alberta.ca/health-info/naloxone-program.html>

## **INDIGENOUS RESILIENCE IN MUSIC**

Sled Island is working closely with Indigenous Resilience in Music (IRIM) to create safer and more inclusive spaces for Indigenous artists and attendees at the festival.

The following points, created in collaboration with IRIM, will be continually updated to ensure the needs of Indigenous artists and attendees at Sled Island are being met.

### **Land Acknowledgement**

Sled Island acknowledges Calgary as the traditional territory of the Blackfoot and the people of the Treaty 7 region in Southern Alberta, which includes the Siksika, the Piikuni, the Kainai, the Tsuut'ina and the ȩyāñé Nakoda First Nations, including the Chiniki, Bearspaw and Wesley First Nations. Calgary is also home to Métis Nation of Alberta, Region III.

This acknowledgement is proudly included on [SledIsland.com](http://SledIsland.com), in the Sled Island program guide, as well as on venue signage whenever possible.

### **Ceremonial Blessing**

Before Sled Island 2018, Sled Island will host an elder of the Blackfoot Confederacy to facilitate a ceremonial blessing of the festival. This meeting is closed to the public.

### **Programming**

Sled Island is pleased to work with IRIM on the festival's music programming committee. This role helps to foster increased Sled Island submissions from Indigenous artists as well as increased representation of Indigenous artists in Sled Island's programming.

### **IRIM Ambassadors**

IRIM ambassadors will be available before and during Sled Island 2018 to help meet the needs of Indigenous artists and attendees in Calgary, as well as those travelling to Sled Island from reservations or out of province.

### **IRIM ambassadors are available to assist Indigenous Sled Island artists and attendees in the following areas:**

- Pick-up/drop-off from the Calgary airport or Calgary bus depots
- Directions around Calgary and to Sled Island venues
- Festival accommodations, including hotel and billet options
- Festival hospitality, including pass pick-up, Artist Lounge access, etc.
- Communication of additional festival safer spaces policies relevant to women, LGBTQ people (including two-spirited people) and allies
- Communication of venue accessibility information relevant to people with disabilities

### **To connect with an IRIM ambassador, please contact:**

IndigenousResilienceInMusic@gmail.com