

Classical Pursuits Code of Conduct

Classical Pursuits strives to provide an environment in which everyone is treated with respect and dignity at all times in the workplace or in a work-related situation, including all online and in-person seminars, webinars, trips, and online or in-person events.

Classical Pursuits does not tolerate mistreatment or harassment in the workplace or in a work-related situation on the basis of sex, race, colour, nationality, ethnic or national origin, ancestry, citizenship, religion (or belief, where applicable), age, physical or mental disability, medical condition, sexual orientation, veteran status, marital status, or any other category protected under applicable federal, provincial, or local law.

Classical Pursuits reserves the right to ask any participant or staff member whose behaviour violates our code of conduct to leave any online or in-person program. No refunds will be issued in such cases. Classical Pursuits reserves the right to refuse registration to any participant who has engaged in behaviours that violate our code of conduct while at a past Classical Pursuits program.

Behaviours that are not tolerated include:

- offensive or intimidating comments or jokes;
- bullying or aggressive behaviour;
- violence or threats of violence or intimidation;
- displaying or circulating offensive pictures or materials;
- workplace sexual harassment;
- isolating or making fun of a staff member or participant because of gender identity.

Workplace harassment means engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome or workplace sexual harassment.

Workplace sexual harassment means:

- a. engaging in a course of vexatious comment or conduct against a worker in a workplace because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome, or
- b. making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.

Staff and participants are encouraged to report any incidents of workplace harassment to Melanie Blake, either in person, by phone at 647-846-3422 or by [email](#).

Classical Pursuits will investigate and deal with all complaints or incidents of workplace violence, bullying, intimidation or harassment in a fair, respectful and timely manner. Information provided about an incident or about a complaint will not be disclosed except as necessary to protect staff, to investigate the complaint or incident, to take corrective action or as otherwise required by law.

Staff, volunteers, and participants/clients are all expected to adhere to this policy. Staff, volunteers and participants/clients are not to be penalized or disciplined for reporting an incident or for participating in an investigation involving workplace harassment or other non-tolerated behaviours.