

Grinder Productions Ethics Policy

Summary

Grinder Productions has an ethics policy in order to defend all staff, volunteers and patrons from intimidation, persecution or other forms of psychological abuse, or the threat thereof. This policy is intended to protect individuals from threats both internal and external to Grinder Productions.

General

- All staff, volunteers and patrons shall be treated with fairness, compassion and due regard for mental health by all other staff, volunteers and patrons.
- All staff, volunteers and patrons, in resolving differences, shall have recourse to the Executive Director, who will act as arbitrator. In disputes involving the Executive Director another staff member will act as arbitrator, as appropriate.
- From time to time this policy shall be revised and updated and all staff, volunteers and patron shall have an opportunity for input.

Marketing

- Grinder Productions will maintain a mailing list exclusively for advertising Grinder Productions shows and events. This list will not be traded.
- The e-mail list of contacts will not be traded, and mass e-mails to the list will be sent using the “BCC” function.
- All postering, brochure drop-offs and other distribution of promotional materials shall conform with all municipal, provincial and federal laws
- All promotional material shall not be used to convey either implicitly or explicitly messages not directly associated with encouraging attendance.

Technical

- The safety of all employees, volunteers and patrons shall take precedence in all technical matters.
- The budgetary resources and requirements for every show shall be available to senior technical staff.
- Grinder Productions technical staff and volunteers shall be subject to equal working conditions, hours of work and recourse to assistance as all other Grinder Productions staff and volunteers.