

CODE OF CONDUCT

The Dawson City Music Festival Association (DCMF) is committed to fostering a harassment-free workplace and cultural experience where people are treated with respect and dignity. This Code of Conduct is one part of our ongoing work and commitment to creating safer cultural spaces.

DCMF operates on the principle of respect for all artists, audience members, employees, organizers, participants, vendors, volunteers, and the communities within Dawson, including the Tr'ondëk Hwëch'in (whose traditional and contemporary territory we operate on), and Yukon territory as a whole. The Festival, our year-round activities, and the organization as a whole are a celebration of art, community, friendship and caring, and we strive to infuse those values into all that we do.

For everyone:

DCMF does not tolerate ableism, ageism, assault or violence, cultural appropriation*, discrimination, fatphobia, gender discrimination, homophobia, racism, sexism, sexual harassment, transphobia, unsolicited and inappropriate sexual attention or touching; or any other behaviour or language that may perpetuate violence, oppression or discrimination based on identity. No one should feel uncomfortable or unsafe by your action(s). We value freedom of expression, creativity, spirited celebrations, and a relatively relaxed environment but not at the expense of others' rights to feel safe and free from harm and not at the cost of professionalism, care and respect.

*DCMF asks non-Indigenous attendees to refrain from wearing appropriative Indigenous-inspired headdresses or other attire resembling Indigenous cultural regalia at DCMF events. To that end, any costume or outfit that perpetuates racism or harmful stereotypes is not permitted. DCMF treats this conversation with great sensitivity and hopes that our patrons will engage with this requirement in a meaningful way. If you have questions about this (or any aspect of our Code of Conduct) or would like to run a costume idea by us, please email us at conduct@dcmf.com or use the [Community Feedback form](#).

We ask that you:

- Prioritize safety and care in how you act as an individual and within your group while at our events and engaging in DCMF related digital spaces;
- Let any of our team know if you witness anyone or are yourself struggling to do this;
- Report anything that ought to be addressed or could be improved upon;

- Please visit our resources page or speak to an onsite wellness outreach volunteer (in orange) if you feel you need to brush up on your personal skills around consent, harm reduction and wellness.

For staff, volunteers, artists, vendors, sub contractors and team members of partner venues:

All of the above applies. We feel it is important to explicitly state that [The Yukon Human Rights Act](#) protects employees from harassment based on race, national or ethnic origin, colour, religion, age, sex, gender or gender expression, sexual orientation, marital status, family status, and disability or pardoned conviction. Building on this, you have the right to feel safe and included in the workplace and at DCMF events and to a workplace that is free of oppression, micro-aggressions and discrimination rooted in power-based violence. Please see the glossary to review what is meant by some of the terms used in the Code of Conduct.

You represent DCMF when you are at the Festival, at related events, meetings, and in digital and telephone communications, including DCMF email and social media.

We ask that you:

- Treat others with respect;
- Complete any training or review any relevant materials provided by DCMF related to the Code of Conduct;
- Take action if you observe any risk of harm or harm to anyone connected to DCMF by reporting concerns to Andrea Vincent - Executive Director at conduct@dcmf.com or a Board Member of your choice;
- Cooperate with any harassment investigations and respect the confidentiality related to the investigation process;
- Prioritize accountability, listening and learning in all conversations related to this Code of Conduct;

To get support

During the 2021 festival, you can get help with things pertaining to the Code of Conduct in the following ways:

- Visiting the Muster tent located near the Gazebo on Front Street from 12:00 pm - 3:30 pm Friday, Saturday, and Sunday;
- Flagging down a wellness outreach volunteer (wearing orange shirts) directly;
- Seeking out the team leader or venue manager at a specific venue (door and front of house volunteers can point you in the right direction);
- Contacting the outreach team directly between Noon and Midnight (number to be posted in venues);
- Visiting Festival Headquarters at 802 Third Avenue (the big bright blue building on the corner of Third & Harper), but please note that this location will not be staffed continuously during the festival weekend.

In the case of a medical or other emergency, please call 911 and if possible, seek out ANY DCMF volunteer, staff, or venue team member.

After the festival and in off season:

- The [Community Feedback Form](#);
- Emailing Andrea Vincent – Executive Director at conduct@dcmf.com;
- If you wish to discuss a Code of Conduct Issue with someone other than the Executive Director, you may contact the Board of Directors at board@dcmf.com. Please note that every Board member has access to this address. If there is a particular board member you wish to speak with privately, please email this address and request their contact information.

Our plan for the prevention of sexualized violence and reporting mechanisms are outlined in detail in the Safer Spaces Policy.