



PS-022 Workplace Discrimination, Harassment & Violence



# Why it Matters

- The Calgary Stampede is committed to providing a safe and respectful workplace free from discrimination, harassment and violence, and inappropriate behaviour of any form is not tolerated.
- All Members are expected to promote a respectful environment and report misconduct.
- Reports can be made to your Leader, Volunteer or Employee Services, or anonymously through the Confidential Safe Reporting Service, though anonymity may limit the ability to investigate.
- The Stampede provides support for Members who experience workplace discrimination, harassment or violence, or those who are affected by domestic violence. Available supports are outlined within this policy.

**Who does this apply to?** This policy applies to all Stampede Volunteers and Employees.



# What You Need to Know

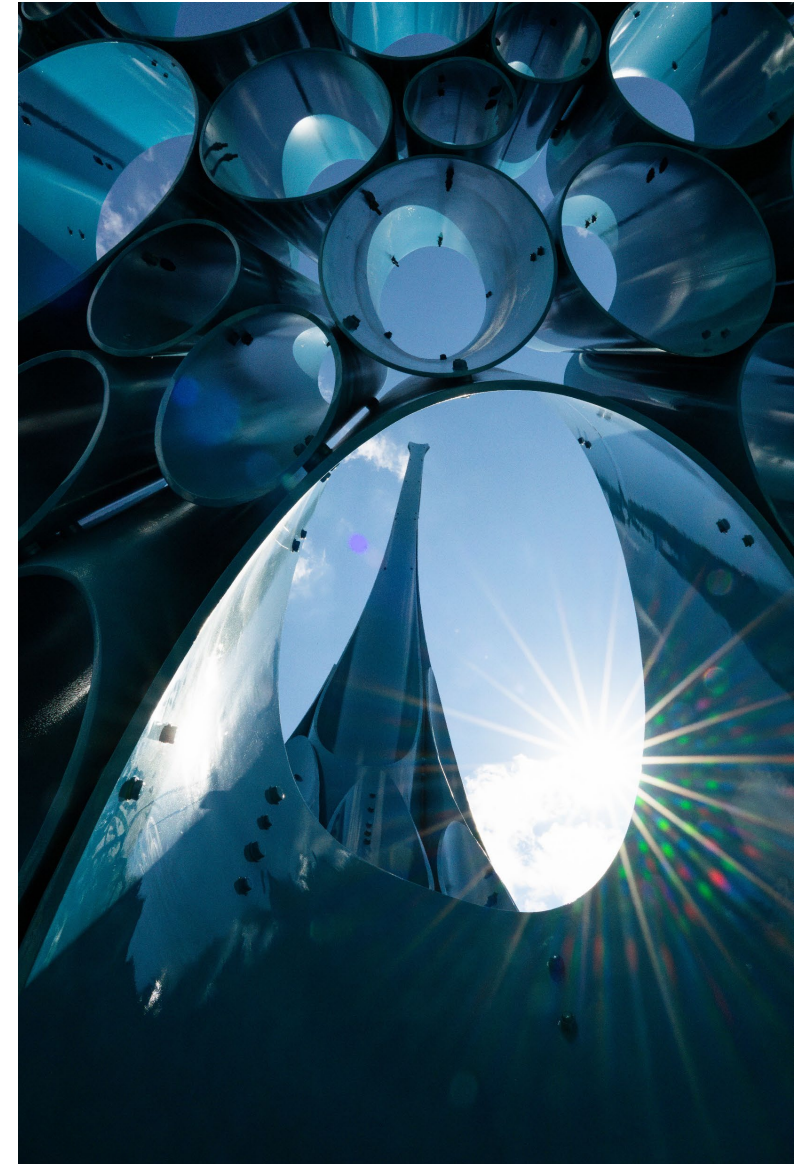
- This policy covers all forms of:
  - **Discrimination** based on protected grounds (e.g., race, gender, disability, religion)
  - **Harassment**, including bullying, sexual harassment, and racial or identity-based conduct
  - **Violence**, including threats, physical aggression, domestic violence that spills into the workplace or psychological harm
  - **Sexual violence** or any action against someone's sexual integrity without consent
- All Members must:
  - Treat others with respect and professionalism.
  - Report any incidents or concerns right away to a leader, Employee Services, or Volunteer Services.
  - Cooperate in any investigations and complete required training.
  - Leaders must model respectful behavior and take all concerns seriously.

If you ever feel immediately unsafe, call **Dispatch** at **(403) 261-0595** or **911** in an emergency.



# How to Report

- As a first step, you are encouraged to tell the person their behavior is unwelcome and must stop.
- If the opportunity exists, and is appropriate, to facilitate a resolution informally between members, this will be discussed thoughtfully and considered.
- If not comfortable or if the issue continues, talk to your Leader, or if they're involved, go directly to Employee or Volunteer Services.
- You can also report anonymously through the Confidential Safe Reporting Service.
- Leaders will take all reasonable steps to prevent and effectively deal with workplace violence, harassment or discriminatory treatment. They will support all parties involved in a complaint and provide guidance on this procedure.







# What Happens After a Report is Made?

- Leaders must notify Volunteer or Employee Services within 48 hours of receiving a written complaint.
- The complaint will be reviewed, and if needed, an investigation will follow, aiming to conclude within 30 business days.
- Outcomes and next steps will be shared in writing with the involved parties.
- Proven misconduct may result in corrective action, up to termination.
- Malicious, false complaints may lead to discipline.
- Members who report in good faith will not be penalized, even if the concern is not substantiated.



# How this helps YOU

- Ensures a safe and inclusive workplace for everyone.
- Reinforces a culture of respect, dignity and accountability.
- Supports the Stampede's values and legal obligations under Alberta legislation.
- Empowers members to speak up and access help without fear of retaliation.
- Helps protect the physical and psychological well-being of all members and guests.





# Real-World Impact

What happens if you overhear inappropriate comments and report it?

Thanks to this policy, that report will be reviewed by Employee or Volunteer Services. If a violation occurred, respectful action is taken, and the person who reported it is protected and supported. This ensures everyone feels safe coming forward.



# Where to go for help

- The full Workplace Discrimination, Harassment & Violence Policy and more information about the Confidential Safe Reporting Line can be found on the Volunteer Website or the Intranet and People System for Employees.
- Speak to your Leader, Volunteer Services or Employee Services if you have any questions or need further guidance.

