



SAFER SPACE POLICY

Everyone has the right to feel safe and included at Workshop Studios regardless of age, sex, 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.

Workshop Studios does not tolerate abusive or discriminatory behaviour. Such behaviour is grounds for immediate removal from the studio and may result in cancellation of one's continued studio use/access, a permanent ban, and/or termination of employment.

Unacceptable Behaviour

Any harassing behaviour which creates an intimidating, hostile, or offensive environment is unacceptable conduct. Harassment includes, but is not limited to:

- Verbal behaviour: Jokes, slurs, derogatory remarks, abusive language
- Physical & visual: Unwanted touching, staring, filming or photographing
- Visual displays: Derogatory items, posters, photographs, drawings
- Verbal advances: Any unwanted or unwelcome verbal contact

Anyone exhibiting these behaviours can be asked to leave at any time by Workshop staff.

Safety is not about the discomfort of encountering beliefs or identities different from your own. It is about protecting people from harm, exclusion, and dehumanization. Personal discomfort is not a justification for disrespect. Everyone is expected to acknowledge and respect the identities, names, pronouns, and self-expression of others. Our priority is maintaining a space where all individuals — particularly those from marginalized communities — are affirmed and treated with dignity. Workshop Studios reserves the right to determine what constitutes disrespectful conduct, and we do not tolerate trolling, harassment, or bad-faith behaviour.

We understand that sometimes art practices utilize imagery or other displays of content that may be challenging, and if you are at all uncertain about how your work fits within these guidelines or may affect others in the facility, we encourage you to contact us to discuss it further.

If you feel you have been subject to any harassment, discriminatory behaviour or other abuse, please contact a Workshop Staff member. All communication is strictly confidential. We will work with you and if needed, with your consent, with an independent mediator to address the issue. If you do not feel comfortable emailing our general mailbox at

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info@workshopstudios.ca for any reason, please contact us either directly through Discord by private messaging a member of our team that you feel comfortable communicating with or to our owner's mailbox at admin+safe@workshopstudios.ca.

Please note: Workshop Studios has a lack of private spaces in which to discuss matters, but we will book an offsite meeting room, such as at the central public library, if needed for all discussions. Your privacy and security is our utmost priority during these resolutions.