

FREDERICTON - NB·CANADA

HARVEST

MUSIC FESTIVAL

SAFER SPACES POLICY

[HARVESTMUSICFEST.CA/SAFER-SPACES](https://harvestmusicfest.ca/safer-spaces)

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INTRODUCTION

This policy was created with the intention of fostering safer and more inclusive space at our festival. Copies of this policy can be accessed anytime online, and during the festival at the Safer Spaces tent and behind the bar at each venue. This policy will be distributed to all volunteers, artists, festival partners and sponsors.

We recognize that creating safer and more inclusive spaces is an ongoing commitment. This policy will evolve to ensure it is meeting the needs of our community. If you have any questions or comments, please get in touch with us at info@harvestmusicfest.ca or **506-454-2583**.

If you need support during the festival, please locate a Safer Spaces Volunteer (wearing a pink t-shirt). To disclose an instance of harm or a concern outside of live festival events, please contact saferspaces@harvestmusicfest.ca. All disclosures and reported incidents will be reviewed and responded to.

FESTIVAL EXPERIENCE

Harvest is dedicated to fostering community amongst all festival patrons, artists, volunteers, staff, sponsors and Board Members. Harvest is committed to delivering a festive and welcoming experience for people of every ability, age, colour, gender, gender expression, income level, language, physical appearance, place of origin, race, religion, and sexual orientation. Everyone has the right to feel safe and free from harm, and feel a sense of belonging at Harvest.

TO KEEP HARVEST FESTIVE AND FUN FOR ALL, PLEASE JOIN US IN MAKING HARVEST A SAFER SPACE BY RESPECTING THE RIGHTS OF OTHERS TO A SAFE AND HARM-FREE EXPERIENCE, AND BY LOOKING OUT FOR ONE ANOTHER.

LAND ACKNOWLEDGEMENT

Harvest acknowledges that we operate on the traditional and unceded territory of the Mi'kmaq and Wolastokiyik peoples. We commit to reflecting on the work we can do to breathe life into our obligations to those communities.

GENERAL CONDUCT

Harvest does not tolerate abusive, harmful, or oppressive behaviour or language from patrons, artists, volunteers, staff, sponsors or our Board of Directors. Any participation in harmful behaviour is grounds for removal from festival venues without a refund and may result in the ban of passholder privileges and/or a permanent ban from Harvest.

We do not tolerate any form of ableism, ageism, racism, sexism, homophobia, or transphobia; sexual harassment, unsolicited or inappropriate sexual attention or touching; or any other behaviour or language that perpetuates violence, oppression or discrimination. Harvest values freedom of expression and creativity but not at the expense of others' rights to feel safe and free from harm.

If you witness abusive, discriminatory, or troubling behaviour at Harvest, please speak to one of our **Safer Spaces volunteers** (you'll be able to identify them by their shirts), or any other volunteer.

Harvest staff and venue organizers have the right to remove offenders from festival venues without refund. We believe survivors. Their safety, and the safety of our community is our primary consideration. Decisions related to the cancellation of passholder privileges, volunteer shifts, and/or permanent venue bans will be made on a case-by-case basis and in consultation with survivors when feasible.

Second chances may be offered on a case-by-case basis on recommendation of staff and/or at the discretion of Harvest Board of Directors. The safety of survivors is always our primary consideration and any decision to offer a second chance will be made in consultation with survivors when feasible.

Attendees who have been removed or banned from Harvest may be given contact information for community organizations that offer education and/or resources for next steps. The safety of survivors and our community remains our priority.

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To disclose an instance of harm or a concern outside of live festival events, please contact saferspaces@harvestmusicfest.ca. All disclosures and reported incidents will be reviewed and responded to.

ARTIST CONDUCT

Artists with a history of abusive, harmful, or oppressive behaviour, or any behaviour that does not foster the creation of safer space, are not welcome at Harvest. Programming decisions are made with this in mind using the fullest extent of our knowledge. There is the chance that Harvest may miss information about an artist when booking. If new information arises, we reserve the right to re-evaluate an artist's participation in Harvest.

We reserve the right to cancel any artist's performance when we have a reasonable basis to believe the artist has a history of abusive, harmful, or oppressive behaviour. Any decisions to cancel an artist's performance will be made on a case-by-case basis and in consultation with survivors when feasible.

Local artists whose performances have been cancelled in relation to this policy may be given contact information for community organizations that offer education and/or resources for next steps. The safety of survivors and our community remains our priority.

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SAFER SPACES TEAM AND TENT

The Safer Spaces Tent is a drop-in space that offers a quiet and supportive environment for all. Stop by to take a break, have a chat, check out some resources, or to get support from our volunteers. More information on this year's Safer Spaces Tent can be found on our website in advance of the festival.

The Safer Spaces Team can be located at the Safer Spaces Tent as well as at each major Harvest Music Festival venue - you'll know them by their pink t-shirts. The Safer Spaces Team is composed of volunteers who have received bystander intervention training and are equipped to provide survivor-focused interventions.

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Please be aware: We have a very small staff and do not have the ability to guarantee an immediate response to concerns shared in the days leading up to or during the festival. We will address all concerns as efficiently as possible. We do not, however, have the expertise or ability to mediate conflict or provide advice on crisis resolution. If you require support, please contact one of the community resources listed in the "How To Access Support" section of this policy.

PROJECT SOUNDCHECK TRAINING

Safer Spaces Volunteers have received Project Soundcheck training through Sexual Violence New Brunswick, along with several staff, Board Members, and volunteers. Project Soundcheck provides bystander intervention training to help prevent sexual harassment and assault, and to provide practical skills needed to recognize power-based violence.

Project Soundcheck training will be offered to volunteers, employees, and contractors on an annual basis. All volunteers without training are instructed to direct any concerns, incidents or issues to an appropriately trained venue manager or volunteer coordinator.

SAFE WALK ANBL SAFE RIDE

Safe Walks are available to get you from our major venues to public transportation. To access a Safe Walk, please locate the Safer Spaces booth at the Blues Tent or Barracks Tent. Details of the ANBL Safe Ride program will be available online prior to the festival.

HOW TO ACCESS SUPPORT

Sexual Violence New Brunswick provides a toll-free, confidential sexual violence support line daily from 5 pm to 8 am. To access support, please call **506-454-0437**. For further information or to access less immediate support, visit www.svnb.ca. Further community resources who may provide support are currently being located. This policy will continue to evolve to provide appropriate resources and references for patrons.

To disclose an instance of harm or a concern outside of live festival events, please contact **saferspaces@harvestmusicfest.ca**. All disclosures and reported incidents will be reviewed and responded to by our Safer Spaces Committee.

If you require support during the festival, one of our Safer Spaces volunteers can accompany you to a safe room where you can contact SVN if you choose. Any Harvest volunteer can direct you to a Safer Spaces volunteer.

Please be aware: Harvest staff and volunteers-at-large do not have the expertise or ability to mediate conflict or provide advice on conflict or crisis resolution. Safer Spaces volunteers have bystander intervention training and can provide support in our Safer Spaces tent, safe room, or while you contact SVN.

SECURITY

Paid security and volunteer security are present at all festival locations, and are guided by procedures that are intended to deliver a safe and comfortable environment for our patrons. Paid and volunteer security are instructed to direct any concerns, incidents or issues related to this policy to appropriately trained volunteers.

ACCESSIBILITY

Harvest will continue to review our festival and take steps with the intention of creating safer and inclusive space for people of all abilities. Harvest now offers an accessible drop-off location at the intersection of Queen St. and York St. which can be accessed at the closure on King St. and York St.. Additionally, Harvest has accessible washroom facilities at each venue, and an accessible viewing area at the Blues Tent.

For more information on how to use the accessible drop-off, as well as accessibility procedures at each venue, please view the Accessibility Guide on our website.

Financial Accessibility

Every year Harvest offers a plethora of free musical performances on stages located throughout the festival footprint. For this year's schedule including free programming, please visit our website in advance of the festival.

All Ages Shows

The Blues Tent offers both all ages and 19+ shows. Please refer to this year's schedule for details on age restricted shows. Minors are welcome at free shows, all of which are all-ages, and there is a completely family-friendly programming throughout the Street Experience and downtown Fredericton.

MEDICAL AND HARM REDUCTION

First Aid services are stationed at the Blues Tent. If you require medical assistance, please ask any of our volunteers who will summon appropriate help.

We ask that all patrons drink responsibly. We reserve the right to decline alcohol to overly intoxicated patrons. Drinking past the point of intoxication may result in your removal from our venues. In this event, Harvest volunteers will do their best to help removed patrons find a safe way home.

Asking for medical help, or being removed from our venues due to intoxication will not necessarily result in revoked passholder privileges or a permanent ban. Keeping our patrons and community safe and healthy is our priority.

WASHROOMS/VENUES

Harvest recognizes that washrooms can be sites of harassment and anxiety for gender minorities. All washrooms at Harvest are gender-inclusive. Transphobia will not be tolerated.

In addition to our own venues, Harvest partners with local venues to provide entertainment throughout the festival. This year's venues and partner venues can be found on our website, including available information about accessibility, washrooms, safer spaces policies and age restrictions.



FINAL NOTES

We recognize that creating safer and more inclusive spaces is an ongoing commitment. This policy will be reviewed annually and will evolve to ensure it is meeting the needs of our community.

This policy creation follows in the footsteps of several festivals and venues before us. Credit and thanks go to Sled Island, UP+DT Festival, Dawson City Music Festival, and The Cap whose safer spaces policies and initiatives served as inspiration for Harvest.

Harvest's Safer Spaces Policy would not have been possible without the support of St. Thomas University, in particular, the support and expertise of Dr. Karla O'Regan, who led the academic groundwork upon which this policy was based.

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