



District 32 Productions is dedicated to creating an inclusive work environment for everyone by embracing and celebrating the unique experiences, perspectives, and cultural backgrounds that each employee brings to our workplace. D32 strives to foster an environment where our employees feel respected, valued and empowered, and our team members are at the forefront in helping us promote and sustain an inclusive workplace.

District 32 Productions is committed to taking the following actions in support of an inclusive workplace:

- Provide an inclusive and safe environment at all events, for all guests. To protect their experience and ensure professional performances that celebrate diversity and the drag art form.
- Provide ongoing education and training to all employees on diversity, equity and inclusion topics.
- Support the implementation and operation of a diversity, equity and inclusion auditor, to review all of our business conduct, events and employee behaviours
- Provide all employees with a safe avenue to voice concerns regarding diversity, equity and inclusion in our workplace.
- Support flexible work arrangements that accommodate the different needs of all employees.
- Conduct periodic employee surveys and focus groups to identify the areas where our company supports inclusive practices, as well as where there is room for growth.

Code of Conduct

All District 32 Productions employees are also expected to support an inclusive workplace by adhering to the following conduct standards:

- Treat others with dignity and respect at all times.
- Address and report inappropriate behavior and comments that are discriminatory, harassing, abusive, offensive or unwelcome.
- Foster teamwork and employee participation, encouraging the representation of different employee perspectives.
- Seek out insights from employees with different experiences, perspectives and backgrounds.
- Avoid slang or idioms that might not translate across cultures.
- Support flexible work arrangements for co-workers with different needs, abilities and/or obligations.
- Confront the decisions or behaviors of others that are based on conscious or unconscious biases.
- Be open-minded and listen when given constructive feedback regarding others' perception of your conduct.

District 32 Productions will not tolerate discrimination, harassment or any behavior or language that is abusive, offensive or unwelcome.



Violations

Employees are expected to report incidents that violate this code of conduct by contacting a manager or human resources or by an anonymous reporting system.

Employees who violate District 32 Productions code of conduct expectations will face disciplinary action. Possible consequences include additional training, verbal and written warnings, suspension and termination of employment.

A handwritten signature in black ink, appearing to be "Ian Foote".

Ian Foote
Owner

Date – April 1st, 2022

