



# PEGGY BAKER DANCE PROJECTS

## UNIVERSAL SHARED SPACE VALUES AND AGREEMENTS

### 1. We value our safety in our place of work. As such, we agree:

- Everyone involved with Peggy Baker Dance Projects shares a responsibility for creating and maintaining an environment free of Workplace Violence and Harassment.
- No one should feel threatened - physically or otherwise - at any point during our work with Peggy Baker Dance Projects.
- Consent will be regularly sought from workers by session leaders to fully explore and execute the work of the company in the role/s we've individually been tasked to do. Everyone is free to ask for consent from their co-workers to ensure we are working with one another safely. Equally, any worker is free to revoke their consent. This revocation must be communicated verbally as quickly as possible to those people who are sharing the workspace so a feeling of safety may return and a resolution found to the situation, or a workplace report can be made, following the procedures laid out in the company's policies.
- Everyone is encouraged to ask for additional resources in order to ensure their safety. These resources could include specific safety equipment (e.g. shoes, harnesses); environmental requests (e.g. a clean floor, spacing rehearsal); and/or outside expertise (e.g. an intimacy director).

### 2. We value the professional and personal commitments of everyone who works with Peggy Baker Dance Projects. As such, we agree:

- Everyone will be punctual for all scheduled, meetings, rehearsals, fittings, performances, and other events so as not to inconvenience others. When unavoidable delays occur, such delays will be communicated to the Artist Director or Associate Artist or the session leader by text as quickly as possible.
- Complete schedules and itineraries will be provided to company members as soon as possible, and any subsequent changes to published schedules and/or itineraries will also be communicated to team members as soon as possible.
- Every reasonable effort will be made to accommodate adjustments to individual schedules so that each contracted artist is able to follow through on projects outside the company.
- We value the time committed by- and recognize the complexities and financial stresses for- individuals who are caregivers. As such, the company provides access to a Caregivers Support

Program as a part of every contract.

**3. We recognize our privilege as an established arts organization and are committed to ambitious, on-going efforts to achieve anti-racism and equity within our company. As such:**

- We embrace lifelong learning, development and growth and strive to act according to the principles of anti-racism and equity throughout every aspect of our work.
- We affirm a culture of gratitude within the organization by opening our meetings, rehearsals and events with a land acknowledgement.
- Each artist is acknowledged as unique and respected for the values at the heart of their practice and encouraged/supported to bring their values into the work of PBDP.