



# MÉMO

# AQPM

**À :** Tous les membres

**Date :** Le 8 mars 2019

**Objet :** Entente collective ACTRA – Mémo conjoint (*Joint Bulletin – Consent Based Interactions*)

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Chers membres,

Lors des dernières négociations entre l'ACTRA, le CMPA et l'AQPM dans le cadre du renouvellement du *Independent Production Agreement*, les parties ont convenu de transmettre le mémo ci-joint à leurs membres respectifs.

Nous vous invitons donc à en prendre connaissance et à communiquer avec Érika Bernard pour toute question relative à son contenu.

L'équipe des relations de travail.

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# AQPM

# Joint bulletin on consent-based interactions

During the 2018 negotiations, ACTRA approached the CMPA and the AQPM regarding harassment prevention and measures to maintain respectful workplaces. The Parties agreed to issue this bulletin to confirm their continued commitment to addressing these issues.

ACTRA, the CMPA and AQPM affirm their commitment to maintaining workplaces that are free from harassment, including sexual harassment.

To this end, everyone is expected to conduct themselves in a professional and respectful manner. Consent helps to foster a professional and respectful work environment when work requires bodily contact, which may include, but is not limited to, styling hair, applying make-up, placing a microphone on a Performer's body, fitting for wardrobe, working in a harness, blocking and lighting.

Producers will ensure there is a workplace harassment policy in place and a procedure for reporting harassment, and that all cast and crew are aware of the policy and procedure.

Performers who believe that they have been subjected to workplace harassment, including sexual harassment are to report complaints in accordance with the applicable Producer policy. Performers may consult with ACTRA throughout the complaint process.

ACTRA and the CMPA are proud signatories to the Canadian Creative Industries Code of Conduct. ACTRA and AQPM are proud signatories to the Code of Conduct Against Harassment and Violence in the Cultural Environment in Quebec.

