



Code of Conduct

The Code of Conduct concerns any person involved in one way or another, in the following activities: Circus Jam; Open Training; Social Circus Workshops; Cirlo-Vélo; Collective Creations; Creative Services; Cirkaskina; or any other project or activity supervised by Cirque Hors Piste.

Our Mission

Cirque Hors Piste (CHP) is a Montreal-based organization dedicated to social intervention through circus. Since 1995, we have been providing an alternative and inclusive creation space for youth with marginalized life path. The organization promotes personal and social learning through circus arts. A leader in social circus in Quebec and Canada, CHP is recognized as a key ambassador of the social art movement.

What We Stand For

Creativity: encouraging the discovery of new possibilities by allowing self-expression, dreams and imagination.

Safety: creating a special and even magical place that favours experimentation and risk taking while ensuring physical and psychological integrity.

Confidence: supporting and encouraging collective participation and promoting the growth of social ties through our activities.

Fun: promoting entertainment, play and laughter through a variety of activities

Belonging: creating a space of belonging where the people are the heart of the project.

Cooperation: working in concert with the members of our community in a spirit of mutual aid and exchange.

General Principles

This Code of Conduct is inspired by the CHP employee Code of Ethics, the employee policy and the organization's values, as well as the concept of consent. It is based on the following principles:

1. **Dignity and respect of the identities**
2. **Physical safe space**
3. **Emotional safe space free of sexual violence**
4. **Social responsibility**
5. **Integrity**
6. **Online safe space**
7. **Commercial Transaction**

The statement of each principle is followed by a definition and a non-exhaustive list of conduct standards that should always guide the actions of the people attending CHP.

1. Dignity and respect of the identities

Every person attending CHP is committed to having a respectful attitude towards the fundamental rights, dignity, identity and culture of all individuals. CHP is committed to maintaining premises that are safe and inclusive, to

providing opportunities for participants and staff who identify as racialized and to supporting the full participation and safety of all. This principle includes, but is not limited to:

- 1.1 Exercising discretion and tact with respect to the privacy of the people who attend the CHP space;
 - 1.2 Acknowledging the complex life situations, vulnerability, and precariousness of some participants of CHP activities and committing to showing discernment in your relations with them;
 - 1.3 Acknowledging that the CHP premises are a space of diversity and fostering the desire to create an inclusive space.
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2. Physical safe space

Every person attending CHP is committed to collaborating to maintain a safe space on a physical level. This principle includes, but is not limited to:

- 2.1 Ensuring that you are in a safe physical, mental and emotional state for circus practice. If not, the CHP team is available to help adapt the practice session, except for during Open Training where a higher level of autonomy and responsibility are required;
 - 2.2 Respecting the integrity of the premises and all equipment, proper storing and tidying up, respecting the space dedicated to circus practice as well as the living space, respecting the acoustic space (music volume, etc.).
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3. Emotional safe space free of sexual violence

Every person attending CHP is committed to collaborating to maintain a safe space on an emotional and sexual level. This principle includes, but is not limited to:

- 3.1 Avoiding exposing CHP participants to alcohol and drug consumption whenever possible;
 - 3.2 Avoiding seduction with CHP participants;
 - 3.3 Refraining from all forms of psychological and/or sexual harassment. You are encouraged to tell a CHP team member if you witness or if you feel uncomfortable with a power dynamic between two people or if you are a victim of one;
 - 3.4 Ensuring that you are properly dressed for circus practice and that your chest, genitals and buttocks are covered, regardless of gender;
 - 3.5 Being aware that nudity can make some people uncomfortable.
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4. Social Responsibility

Every person attending CHP is committed to showing openness and responsibility to the community in which they are welcome. This principle includes, but is not limited to:

- 4.1 Understanding that by your presence, you are part of a community that promotes social justice, acceptance, autonomy, self-determination and respect for individuals, and that you are part of the support and mutual aid network of an entire community;
 - 4.2 Understanding the communal history of the space that is welcoming you which goes beyond a simple training space;
 - 4.3 Being open to discussions with the CHP team regarding the relationships that can take place between artists and participants outside of official CHP activities. Recognizing that circus can often be a grey area where the lines between the personal lives of artists and participants are blurred. The same is true for the lines between their professional lives and social pathways.
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5. Integrity

Every person attending CHP is committed to demonstrating integrity and respect for others and to not misrepresenting their qualifications, experience, power dynamics or any other dimension to take advantage. This principle includes, but is not limited to:

- 5.1 Acknowledging any intellectual property, artistic property or any other property used that is not your own;
 - 5.2 Being aware of your own belief systems, values, needs, limitations and other dimensions as well as how they may affect your participation in CHP's activities or your relations with any other person involved in CHP's activities.
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6. Online safe space

Every person attending CHP is committed to collaborating on the development of an online safe space. This principle includes, but is not limited to:

- 6.1 Using discretion on social media and making sure to protect your privacy;
 - 6.2 Making good use of the various Facebook and Messenger groups related to CHP;
 - 6.3 Respecting the Image Rights of the people attending CHP by asking for authorization before publishing photos or any other media.
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7. Commercial Transaction

Every person attending CHP is committed to respecting the communal nature of the space by avoiding solicitations for personal benefit. This principle includes, but is not limited to:

- 7.1 Avoiding the promotion of paid products and services and avoiding any commercial transaction with CHP participants;
 - 7.2 Respecting the spaces dedicated to the promotion of shows and activities and asking the CHP team before posting any promotional materials.
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Description of some activities falling under the Code of Conduct

Social Circus Workshops – In addition to being a space for discovery, initiation and the learning of various circus disciplines (ground acrobatics, juggling, aerials, etc.) the Social Circus Workshops are also a place for expression, exchange and encounters.

Target audience: youth between 15 and 30 years old who are living in very precarious situations.

Collective Creations - The Collective Creations component offers youth experiencing homelessness or living in precarious situations the experience of a group circus creation process with the aim of pre-employability. This creative process concludes with a show performed in the community.

Cirko-Vélo – The Cirko-Vélo component aims for both frontline intervention with youth experiencing homelessness and better social cohabitation in areas where tensions prevail between inhabitants, merchants and marginalized persons. In addition to Cirko-Vélo, ensuring a regular presence within the organizations with which we collaborate allow us to meet youth directly in their environment, create bonds and make them aware of all the activities offered by CHP.

Circus Jam – The Circus Jams provide a training space for professional artists and a mentorship opportunity for our Social Circus Workshop participants who wish to develop their circus skills with the help of professional circus artists.

Open Training – Our new Open Training program gives circus artists the opportunity to train independently and to borrow basic circus equipment. In a spirit of exchange and encounter, artists will be able to perfect their art in a friendly and creative atmosphere.

Creative Services – Our Creative Services bring together professional artists, emerging artists and youths in precarious situations in order to offer roving acts, shows, circus workshops and team-building activities to the general public.

Cirkaskina - This national social circus network aims to facilitate networking between youth, practitioners, scholars and circus managers, as well as promoting and reinforcing the recognition of circus arts as a tool for social transformations.

Definitions

CHP employee – Person employed by Cirque Hors Piste.

Participant - Person who is taking part in a social circus intervention activity or who is an emerging artist from social circus programs in the process of professionalization.

Artist - Person who is registered for Open Training, who is employed by Creative Services or who is taking part in the Circus Jam as a professional artist.

Are you experiencing a problematic situation related to the Code of Conduct? Are you the witness of a situation? Do you have questions about a situation related to the Code of Conduct?

Please feel free to contact one of the following resource people:

- Fanny Moreno- Artist Services Manager
Servicesauxartistes@cirquehorspiste.com
- Karine Lavoie- Executive Director
karine.lavoie@cirquehorspiste.com

Cirque Hors Piste is committed to protecting the confidentiality of information related to any complaint or a report related to the Code of Conduct.