



# PARADISE



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## CODE OF CONDUCT

Paradise is committed to providing a trusted and inclusive space for our employees, patrons, guests, performers and vendors. We embrace different lived experiences and endeavour to make everyone feel welcome through compassion, imagination, and following the Golden Rule: treat others as you would like to be treated.

By entering our premises and engaging with us on digital platforms, you are agreeing to abide by the following Code of Conduct.

## EXPECTATIONS

Everyone is entitled to fair and equal treatment, free from harassment and violence.

The arts engage us in different perspectives on the human experience, and sharing food and drink taps into a communal instinct we all share. We expect everyone to embrace this spirit and act conscientiously and with empathy.

While differences of opinion on events, food and drink at Paradise are inevitable, we expect everyone to express their views with kindness and respect.

## DEFINITIONS

*Harassment* is defined by the Ontario Human Rights Code as “engaging in a course of vexatious comment or conduct, that is known or ought reasonably to be known to be unwelcome.” Harassment may take the form of racism, sexism, ageism, transphobia, cissexism, ableism, sizeism and more. Examples include:

- Sustained disruption of discussions, during a public event or online
- Spreading hurtful rumours
- Targeted comments about a person’s physical characteristics or mannerisms
- Imitating or making fun of accents or grammatical errors

*Welcome and consent* are slightly different, and the definition of harassment is centered on the word “unwelcome.” In some situations, consent is present (someone may say yes to a proposition, or not rebuff certain remarks), but we cannot be sure if the behaviour is welcome, because inherent power dynamics can foster situations that make it harder to say no.

*Sexual and gender-based harassment* are forms of harassment related to sex, sexual orientation, gender identity or gender expression. As stated by the Ontario Human Rights Commission: “Human rights law clearly recognizes that sexual harassment is often not about sexual desire or interest

## DEFINITIONS CONTINUED

at all. In fact, it often involves hostility, rejection, and/or bullying of a sexual nature.” Further, “inappropriate sexual behaviour often develops over time, and if left unchallenged may progress to more serious forms.”

Examples include:

- Discussions about a person’s sexual life
- Demanding hugs
- Making unsolicited comments on pregnancy or breastfeeding
- Unsolicited advice taken from gender-based ideas about appearance or behaviour

*Violence* is defined in the Ontario Occupational Health and Safety Act as an “exercise or attempted exercise of physical force that causes or could cause physical injury, or a statement or behaviour that it is reasonable to interpret as a threat to exercise physical force that could cause physical injury.” As noted by the Ontario Human Rights Commission: “Violence is often the culmination of ongoing acts of harassment.” Examples include:

- Stalking
- Verbally threatening to attack a person
- Wielding an object as a weapon
- Leaving threatening notes, sending threatening messages or comments online

## REPORTING

All violations of the law should be reported to local law enforcement. For emergencies, immediately dial 9-1-1.

If you are concerned for someone’s safety, please alert a Paradise staff member. Paradise staff receive de-escalation and harm reduction training, including on the safe administration of Naloxone, a drug which can help restore breathing during an opioid overdose.

If you observe or experience harassment or violence at Paradise, please ask for the manager on duty to file a report.

Paradise staff receive training on this subject material and have additional avenues for reporting.

## CONSEQUENCES

Paradise has a zero-tolerance policy for violations of this Code of Conduct. Those who are asked to stop unacceptable behavior are expected to comply immediately.

Paradise may at its sole discretion expel people from the premises and/or bar them from returning for any time frame, without warning or refund if applicable, and, if appropriate, solicit the involvement of local law enforcement.

## QUESTIONS?

If you have any questions or comments regarding this document, please contact Sonya William, director of communications, at [sonya.william@paradiseonbloor.com](mailto:sonya.william@paradiseonbloor.com).



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