



Anti-Harassment, Bullying and Discrimination Policy

At the **Saanich Peninsula Arts and Crafts Society (SPAC)**, we believe that art is a universal language that can bring people together in equality, compassion and mutual respect.

As an arts group for the Saanich Peninsula and surrounding communities, we are committed to providing an inclusive, supportive, and welcoming environment free of harassment. We stand against intolerance, discrimination, and bullying and embrace the shared responsibility to create a safe space dedicated to listening, learning, and sharing in an inclusive environment for all. We strive to build a group where everyone belongs regardless of their age, gender, race, class, religion, ethnicity, ability, language or sexual orientation. All are welcome.

Contravention of this policy may, at the discretion of the Board, result in disciplinary actions up to and including revocation of membership and/or dismissal from positions within SPAC.