

Guidelines Regarding Pride Participants:
Pride Toronto
June 2011



Policy Title: Guidelines Regarding Pride Participants
 Policy Number: PT-2-11
 Date Effective: (23-June-11)

DRAFT

Guidelines Regarding Pride Participants		
1.	Purpose	The purpose of this policy is to outline the expectations of visitors, participants and volunteers at the Pride Festival with regards to the City of Toronto's Non-Discrimination Policy. The need for such a policy has come about due to issues of human rights, freedom of speech, financial sustainability, safety and from recommendations made by the Community Advisory Panel in 2010.
2.	Values	Pride Toronto believes in providing a festival free from hate and discrimination of any nature while providing a place for all people and participants to openly express their views in an environment that is accepting and safe.
3.	Scope	This is an Organizational wide policy that will be enforced across the entire Pride Toronto festival site.
4.	Definitions	<p><i>City of Toronto Non-Discrimination Policy:</i> <i>City of Toronto's policy statement prohibits discrimination and harassment and protects the right to be free of hate activity, based on age, ancestry, citizenship, creed (religion), colour, disability, ethnic origin, family status, gender identity, level of literacy, marital status, place of origin, membership in a union or staff association, political affiliation, race, receipt of public assistance, record of offences, sex, sexual orientation or any other personal characteristics by or within the organization.</i></p> <p><i>Entrant</i> – any individual, group, vehicle or float.</p>
5.	Policy Guidelines	<p>5.1) All entrants in the Pride Parade are expected to have registered in advance. This pre-registration is necessary to allow our volunteers to safely plan the parade, to ensure that all entrants have met their financial commitments, and to ensure that entrants have agreed to abide by the City of Toronto's non-discrimination policy and Pride Toronto's policies. Any entrant attempting to enter the Parade without registration may be asked to leave by an authorized Pride Toronto volunteer or staff member. If the entrant refuses to leave, police may be asked to intervene.</p> <p>5.2) All entrants in the Dyke March are expected to adhere to the same guidelines as above. Registration immediately prior to the March will be allowed, and volunteers will have registration forms available.</p>

		<p>5.3) All participants in the Parade or Dyke March may be subject to complaints under the Dispute Resolution Policy. (www.pridetoronto.com/downloads/DRP%20Final%20Apri%202011.pdf)</p> <p>5.4) All participants in Pride Toronto events are expected to respect human rights and hate legislation and to respect the rights of other participants. Anyone viewed violating human rights or hate legislation, behaving in a violent manner or disrupting the event may be asked to leave or may be identified to the police.</p> <p>5.5) In interpreting this policy Pride Toronto Public Safety Coordinators may consult with the Pride Toronto Director of Operations, the Pride Toronto Executive Director and/or one of the Pride Toronto Board Co-Chairs. In the case of an alleged violation of hate laws, violence or disruption, volunteers should report the incident directly to police.</p>
6.	References	
7.	Appendices	
8.	Approval & Responsibility	<p>i. This policy shall be reviewed by the Management Team prior to the end of each annual Management Planning Session to assess the effectiveness of the policy in achieving the purpose set out in Section 1 as well as in complying with municipal, provincial and federal laws and regulations, as may be amended from time to time.</p> <p>ii. Concerns and/or questions about this policy can be directed to: Evan Dean, Pride Toronto Governance Chair.</p> <p>iii. This policy shall be amended only by resolution of the Board of Directors through review and recommendation of the Board Governance Committee.</p>
9.	Approval Dates	<p>This policy was approved on: 23-Jun-11 This version takes effect from: 23-Jun-11 This policy will be reviewed by: 1-May-12</p>