

LEGAL RESOURCES FOR ACTING COACHES/STUDIO OWNERS - October 2024

Below are a number of resources that can help you figure out the information you need to know in order to build the policies and procedures you need to protect your business and make it compatible with the law. This is a living document and will be updated with new information and links once we are made aware of them.

Help and Advice

Contact Artists' Legal Advice Services - 416-367-2527

[Artists Legal Advice Services](#) - (ALAS) provides free summary legal advice and information to creators living in Ontario, Canada. Their legal clinic operates virtually and is available to artists across Ontario.

- Their Legal Database - <https://www.alasontario.ca/legal-database/>

[Artists' Legal Services Ottawa \(ALSO\)](#) is a group of volunteer lawyers, artists, and other volunteers allied to provide artists from the Ottawa-area with a variety of legal information and advice services. By offering informational resources such as legal referrals, workshops, and clinics to artists, we can empower Ottawa-area artists and strengthen the community.

Mediators

[C-Space Group](#) - Creative Solutions to Conflict - cspace.niki@gmail.com

Research

[Got Your Back](#)

[AACE - The Association of Acting Coaches and Educators](#)

[Employee Status](#)

[Code of Practice to Address Workplace Harassment](#)

[Ontario Human Rights Commission](#)

[Government of Canada Art and Artists Guide for arts related business](#)

Examples

[MAP Actors](#) - Anti-Harassment Policy & Code of Conduct

[National Society of Intimacy Professionals](#)

[Canadian Actors Equity - Not in OUR Space! Campaign](#)

[AfterMeToo](#)

[ACTRA Toronto](#) - Harassment page

[UBCP/ACTRA](#) - Harassment page

[Canadian Media Producers Association](#) - Anti-Harassment Resources

[Intimacy Coordinators Canada](#)

[Files for Workplace Harassment](#)

TDSB/Ministry of Education policies and procedures: [Policies and Procedures \(tdsb.on.ca\)](#)

Ontario website: Example Code of Conduct School rules: [provincial Code of Conduct | ontario.ca](#)

Ontario website: Code of practice to address workplace harassment [Code of practice to address workplace harassment | ontario.ca](#)

Canadian Human Rights Commission has also put together a resource. Though geared toward *federally regulated employers, may still offer a useful starting point* -- [Microsoft Word - anti-harassment.doc \(chrc-ccdp.ca\)](#). [Policy template - Preventing and addressing workplace harassment and violence \(chrc-ccdp.gc.ca\)](#)

Some Ontario employers make their policies available, and reviewing them can be helpful. Eg: Harassment Policy - [Skills Ontario](#)

Study, Guides, Surveys and Reports

2018 - Got Your Back - [Understanding Acting School from the Student Perspective](#) - full report.

2019 - Howlround Magazine - Got Your Back - [The State of Acting Training in Canada A Summary of the Results from Got Your Back's 2018 National Survey](#)

2019 - CHRC funded, [Reporting and Investigating Mechanisms for Workplace Harassment in the Arts](#)

2020 - TMU- Center for Free Expression - [Whistleblower Protection and Censorship](#)

2020 - [Respectful Workplace in the Arts - Dealing with Harassment in Cultural Workplaces](#)

Canadian Actors Equity Respectful Workplace Policy

Training

CHRC - Respectful Workplace Training 30 minute video - [Responding to Harassment for Cultural Workers](#)

[Centre for Research and Education on Violence Against Women and Children at Western University](#) - Workplace Sexual Harassment and Violence: [Building Safe Workplaces Training](#)

CHRC - Sign up for [Respectful Workplace in the Arts Training for Workplaces](#)

ACTRA Toronto - Members can sign up for - [Respect on Set Workshops](#)

CAEA Members can now sign up for multiple courses on

[AfterMeToo Training](#) - Employer and Employees

Guide to [Understanding the Law on Workplace Harassment](#) - Ontario

Resources for Building Harassment Policies

Stella Adler Studio of Acting - [Complaint Form Example Equal Opportunity Policy Non-Discrimination and Anti- Harassment Policy](#)

MAP Actors - [Conflict and Resolution Policy and Code of Conduct](#)

[AAS Workplace Harassment and Discrimination Policy](#)

[Haven Helpline](#)

CHRC - [HR Management Toolkit](#)

- Sample Harassment Policy in the appendix 1

- Fact Sheet on Legislation and other Resources appendix 2

CHRC - [Competency Chart for Cultural Managers](#)

(OHS) - [Occupational Health and Safety Act , Guide to Workplace Harassment](#)

[Code of practice to address workplace harassment](#) - this guide is very useful and has a sample policy at the end

[Toronto Film School/Yorkville University Discrimination and Harassment Policy](#)

[Complaint Form](#)

[Ontario's Human Rights Code](#)

[Ontario Human Rights Commission](#)

OHS) Health & Safety Contact Centre 1-877-202-0008

- If an employer is not complying with the workplace violence and workplace harassment requirements in the OHS) Act, workers may call the ministry's province-wide reporting number. Ministry of Labour, Training and Skills Development health and safety inspectors may check to ensure employers, supervisors and workers are complying with workplace violence and workplace harassment requirements. They may do this as part of a general inspection of a workplace or when investigating a specific incident or complaint. Inspectors may issue written orders to comply with the Act when contraventions are found.

Insurance

Zen Insurance - [Professional Liability Insurance Sole Proprietorship Insurance](#)