

Code of Conduct

Welcome to the Flin Flon Blueberry Jam Music Festival. We hope that you have a wonderful experience at this event. We ask that you help to ensure that all other people in attendance can enjoy the festival through your actions.

Expectations for behaviour:

Here are a few expectations for creating a safe, positive environment for all people:

- Respect Others: Treat everyone with kindness and consideration. Be mindful of your words and actions.
- Inclusivity: Actively include and welcome people from diverse backgrounds and identities.
- Positive Participation: Engage in the festival activities in a manner that is respectful and considerate of others.
- Province of Manitoba law prohibits the use of marijuana in public spaces such as the Festival venue.
- LGCA regulations prohibit the bringing and/or consumption of alcohol that is not purchased at the Festival.
- People attending the Festival who intend to purchase/consume alcohol should bring government issued proof of identification information with them.

Unacceptable Behaviour

The following behaviours (both online or in person) are not tolerated at the Blueberry Jam Music Festival.

- Harassment-including but not limited to verbal, physical, or sexual harassment, stalking and intimidation.
- Discrimination-Any form of discrimination based upon race, ethnicity, gender, sexual orientation, disability, age, religion or any other characteristic.
- Violence-Any form of physical aggression or threatening behaviour.
- Inappropriate Conduct-Any behaviour that makes others feel unsafe or uncomfortable, such as unsolicited physical conduct, unwelcome sexual advances or derogatory comments.
- Cultural Appropriation-Including the wearing or culturally inappropriate attire, such as Indigenous-inspired regalia by non-Indigenous attendees. Culturally appropriate outfits that display hate symbols or perpetuate racism and stereotypes are not permitted.
- Theft- in any form.

Reporting Procedures

- If you experience or witness behaviour that violates this policy, please report it to Festival staff or the festival coordinator immediately.
- Ways to report an incident:
 - Contact Festival staff, coordinators or volunteers wearing vests or volunteer t-shirts.
 - Visit the information booth or First Aid tent.
 - Email us directly at :

Consequences for Policy Violation:

Violating this policy may result in the following actions:

- Warning-depending upon the type and/or severity of the violation.
- Immediate Removal-Individual(s) engaging in unacceptable behaviour may be removed from the festival grounds, and if removed will not be eligible for a refund or compensation.
- Termination of Ability to attend or perform at the event:
Attendees, performers, vendors, event staff and all other volunteers found to have engaged in unacceptable behaviour may have their ability to attend, participate or perform removed and repeated violations may result in the person(s) being banned from future events.

Volunteer and Staff conduct

All volunteers and staff are expected to actively support the Code of Conduct by:

- Recognizing and addressing harmful behaviour. If you witness or are made aware of any unacceptable behaviour, please act immediately to de-escalate the situation and ensure the safety of everyone involved.
- Providing assistance: Volunteers will be able to direct you to people with the ability to provide assistance.

Emergency Procedures: In case of emergencies, severe weather, medical emergencies or other urgent situations, the festival has emergency procedures in place. Please assist us to keep everyone safe by complying with festival staff instructions promptly if emergency situations occur.