

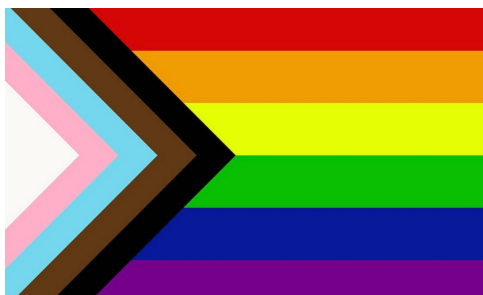


WELCOME TO HOUSE OF FUNK

Our house is located on the traditional and unceded territories of the Musqueam, Squamish and Tsleil-Waututh Nations.

We are doing our best to create and foster a safe and inclusive space for everyone, through continually learning and unlearning.

We stand for inclusion and diversity, and do not tolerate harassment or discrimination.





HOUSE OF FUNK

VALUE STATEMENT

WE FERMENT CULTURE. ONE COMMUNITY AT A TIME.

We stand for:

- **CHALLENGING THE STATUS QUO**
- **COMMUNITY**
- **DECENTRALIZATION**
- **SUSTAINABILITY**

We acknowledge our position of privilege and responsibility in dismantling systems of oppression, exclusion, and marginalization that serve as barriers to equity and fairness within our industry, including but not limited to: actual or perceived race, colour, nationality, religion, sex, gender identity or expression, medical conditions, age, disabilities, sexual orientation, partnership status, reproductive decision making, size, ancestry, creed, marital status, family care status, domestic violence victim status, genetic predisposition or carrier status, political activities, veteran status, religious observances, use of service dog, prior arrests, criminal accusation, or prior convictions.

We hold space for discussion and discourse.

We are committed to cultivating and upholding the right for our workplace culture and a patron environment that is free of bias, prejudice, discrimination and harassment of any kind and that all are made to feel welcomed, understood, respected, and supported.



HOUSE OF FUNK

VALUE STATEMENT CONT.

We support environmental sustainability. Triple. Bottom. Line. We hold ourselves accountable so that we can build a better future for our planet, our families, and our communities.

We only procure traceable ingredients from farms and suppliers that align with our values of sustainability and community. We want to help grow the economies for the people of under-developed regions.

We believe decentralized decision-making empowers the creative individual, and we structure ourselves accordingly.

EQUAL and EQUITABLE EMPLOYMENT OPPORTUNITY

It is a fundamental policy at House of Funk to actively seek and include new members to our team that includes representation from groups who have traditionally been excluded, underrepresented, or discriminated against. House of Funk benefits from an organizational culture that respects human rights, values the inclusion of a broad range of perspectives and supports the full participation of people with diverse life experiences.

We base employment upon individual qualifications and use the standard of hire for talent; train for skill.

This applies to all policies and procedures relating to recruitment and hiring, training, promotion, compensation, benefits, leaves of absence, discipline, demotion, transfer, termination, and all other terms and conditions of employment. This policy is designed to affect all employment practices without discrimination. We follow these policies in accordance with the BC Human Rights Code.



HOUSE OF FUNK

VALUE STATEMENT CONT.

DISCRIMINATION & ANTI-HARASSMENT

(including gendered, sexual, and racial violence)

Providing a work environment at House of Funk that is free from workplace violence and harassment is everyone's responsibility. This policy applies to all employees of House of Funk, those engaged in a contract with House of Funk and to anyone else visiting our workplaces (including festivals, sponsored events, collaborations and off-site meetings).

All incidents of workplace violence, bullying, hostility, aggression, aversions, and or harassment are to be reported immediately to a supervisor, who will conduct a confidential investigation of events, take corrective action where warranted and inform management of all findings. It is necessary to ensure that workers are protected from workplace violence, therefore we will annually reassess the risks that may arise from the type of work or conditions of work performed in the workplace.

Violators of this policy by any individual will lead to disciplinary action up to and including termination of employment or removal from the workplace. In addition, civil or criminal proceedings may also be commenced. Likewise, any manager or supervisor who knowingly permits harassing behaviour to continue or fails to report reported or suspected harassment shall be subject to discipline, up to and including termination of employment.

Retaliation against any employee who has made a complaint or reports to oppose discrimination or harassment is prohibited. As with complaints of discrimination or harassment, we will promptly investigate any complaint and will take appropriate action to prevent or rectify any retaliation. Managers and supervisors who knowingly allow or tolerate sexual harassment or retaliation, including the failure to immediately report such misconduct violate this policy and are subject to discipline.

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DIVERSITY, INCLUSION, HARASSMENT, EQUITY, ANTI-RACISM AND ACCOUNTABILITY RESOURCES

EMERGENCY USE - VictimLink BC

Toll free, confidential, multilingual, 24/7 service in B.C. and the Yukon.

1-800-563-0808

victimlinkbc@bc211.ca

ORGANIZATIONS FOR WORKSHOPS AND POLICY BUILDING

Beer.Diversity.

Ren is a beer educator who specialize in training, consulting and liaising for breweries, wineries and distilleries. They offer in-person consulting for diversity and inclusion and in person or online virtual sessions for policy building and are releasing a Brewing Inclusion Toolkit mid 2021.

@beer_diversity

beer-diversity.com

Dandelion Initiative

A registered not-for-profit organization that serves survivors of gender-based violence and organizations/workplaces across Canada. Primary, secondary and tertiary gender-based violence prevention and response training and workshops. Provides “Safer Bars & Spaces” training for hospitality and nightlife sectors. The Dandelion Initiative also helps build policy for business in the hospitality industry.

@dandelioninitiative

dandelioninitiative.ca

Diversity in Brewing

Diversity in Brewing is a grassroots initiative dedicated to celebrating and supporting diversity in the craft beer industry. Their objective is to promote and foster a diverse, respectful, safe, and welcoming brewing industry in the province of B.C. and beyond. Diversity in Brewing provides free resources for breweries interested in creating spaces and cultures that are anti-racist, anti-discriminatory and inclusive.

@diversityinbrewing

diversityinbrewing.com

Safe Bars

De-escalation Training for Hospitality Staff. Safe Bars team members are dedicated to making bars, restaurants, clubs, and other hospitality venues safe and welcoming for all – including those who work there. Safe Bars has certified more than 40 establishments in Washington, DC, and helped set up Safe Bars teams in 25 cities, towns, and counties in the U.S. and Canada.

safebars.org



DIVERSITY, INCLUSION, HARASSMENT, EQUITY, ANTI-RACISM AND ACCOUNTABILITY RESOURCES

ANTI-RACISM & EQUITY

Beer and Racism: How Beer Became White, Why it Matters, and the Movements to Change it

By Nathaniel G Chapman and David L Brunσμα

October 14, 2020

amazon.ca/Beer-Racism-Became-Matters-Movements/dp/1529201799

Moving Beyond Diversity Towards Racial Equity

Ben Hecht

Harvard Business Review, June 16, 2020

hbr.org/2020/06/moving-beyond-diversity-toward-racial-equity

Equality Is Not Enough; What The Classroom Has Taught Me About Justice

Amy Sun

Everyday Feminism, Sept 16, 2014,

everydayfeminism.com/2014/09/equality-is-not-enough/

Come on! Now Beer is Racist? Well Yes and No

David L. Brunσμα and Nathaniel G. Chapman

Transforming Society, October 13, 2020

transformingsociety.co.uk/2020/10/13/come-on-now-beer-is-racist-well-yes-and-no/

SOCIAL RESPONSIBILITY & MARKETING

How Brands Can Follow Through on The Values They're Selling

Harvard Business Review

hbr.org/2020/08/how-brands-can-follow-through-on-the-values-theyre-selling



DIVERSITY, INCLUSION, HARASSMENT, EQUITY, ANTI-RACISM AND ACCOUNTABILITY RESOURCES

PHYSICAL & SEXUAL HARASSMENT, BULLYING, & GENDER BASED VIOLENCE

NAVIGATING WORKPLACE HARASSMENT ISSUES

verholtlawyers.com/Employment-Law/Workplace-Harassment.shtml

WORKSAFE BC - BULLYING & HARASSMENT

worksafebc.com/en/health-safety/hazards-exposures/bullying-harassment

WORKSAFE BC - CLAIMS

worksafebc.com/en/claims

WORKPLACE VIOLENCE AND HARASSMENT - SUPPORT

(*SPECIFIC TO ONTARIO BUT CONTAINS VALUABLE INFORMATION)

owjn.org/2016/08/workplace-violence-harassment-financial-support-if-you-have-to-leave-your-job/

Resources for Employees/ Diversity in Brewing

Workplace Health and Safety, Job Boards, Work Safe BC

diversityinbrewing.com/employeeresources

INDIGENOUS COMMUNITIES SAFETY PROJECT (ICSP)

Ending Violence

Empowering Aboriginal communities by providing knowledge sharing and leadership related to criminal justice, family justice, child protection laws, and policies and practices that directly affect police and government responses to domestic and sexual violence, child abuse and neglect.

Website: endingviolence.org/prevention-programs/indigenous-communities-safety-project

PDF: nccih.ca/docs/emerging/RPT-FamilyViolence-Holmes-Hunt-EN.pdf

Three-in-ten Canadians say they've been sexually harassed at work, but very few have reported this to their employers

Angus Reid Research

December 15, 2014

angusreid.org/sexual-harassment/



DIVERSITY, INCLUSION, HARASSMENT, EQUITY, ANTI-RACISM AND ACCOUNTABILITY RESOURCES

DIVERSITY & INCLUSION

Glossary of Terms / QMUNITY

2018 Edition.

qmunity.ca/wp-content/uploads/2019/06/Queer-Glossary_2019_02.pdf

How to Create a Welcoming Environment Checklist / QMUNITY

qmunity.ca/wp-content/uploads/2021/02/QMUNITY-Community-Agreements_2021-update.pdf

Inclusive Language Sheet for Servers/ QMUNITY

qmunity.ca/wp-content/uploads/2015/12/Gender-Inclusivity-Sheet_PDF-web-SEPT-2016.pdf

ABLEISM & DISABILITY

Disabled People Don't Need to be "Fixed"

Wendy Lu

Everyday Feminism, May 21, 2018

everydayfeminism.com/2018/05/a-cure-for-ableism/

Policy on ableism and discrimination based on disability

(*from Ontario Human Rights Commission - but still relevant)

ohrc.on.ca/en/book/export/html/18436

10 Things to Do for Disabled People in Your Restaurant

rezku.com/blog/ten-things-to-do-for-disabled-people

The Next Step in Inclusivity Is Combating Ableism in Bars and Restaurants

Kathleen Wilcox

Liquor. April, 2020

liquor.com/reducing-ableism-in-bars-5121134



DIVERSITY, INCLUSION, HARASSMENT, EQUITY, ANTI-RACISM AND ACCOUNTABILITY RESOURCES

CANADIAN & PROVINCIAL POLICY for HUMAN RIGHTS, LABOUR RIGHTS & WORKPLACE GUIDES

Is it Harassment A Tool Guide for Employees

Canada Government, Public Services

canada.ca/en/government/publicservice/wellness-inclusion-diversity-public-service/harassment-conflict-resolution/harassment-tool-employees.html

Canadian Human Rights Act (R.S.C., 1985, c H-6)

laws-lois.justice.gc.ca/eng/acts/H-6/

Canadian Labour Code (R.S.C., 1985, c. L-2)

Canada Act Current to 2021-05-04 and last amended on 2021-01-01

laws-lois.justice.gc.ca/eng/acts/L-2/page-23.html#h-341197

People Communication - Preventing and Resolving Harassment for a Healthy Work Environment

Treasury Board of Canada Secretariat

canada.ca/en/government/publicservice/wellness-inclusion-diversity-public-service/harassment-conflict-resolution/people-to-people-communication-preventing-resolving-harassment-healthy-work-environment.html

Canadian Strategy to End Gender-Based Violence

women-gender-equality.canada.ca/en/gender-based-violence-knowledge-centre/gender-based-violence-strategy.html

BC Human Rights Tribunal, Employment Rights and Responsibilities

bchrt.bc.ca/human-rights-duties/employment/inkdex.htm

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DIVERSITY, INCLUSION, HARASSMENT, EQUITY, ANTI-RACISM AND ACCOUNTABILITY RESOURCES

ADDITIONAL SELF-EDUCATIONAL READINGS & ONLINE MODULES

Online School/ Everyday Feminism

Deepen your commitment to building a just and equitable world by taking courses that are accessible and easy to understand, regardless of your income or educational background. Everyday Feminism is an educational platform for personal and social liberation. Our mission is to help people dismantle everyday violence, discrimination, and marginalization through applied intersectional feminism and to create a world where self-determination and loving communities are social norms through compassionate activism. everydayfeminism.com/school/

SGBA e-Learning Resource: Rising to the Challenge

Online Module Training for Policy building consisting of a rich and extended collaboration among a group of researchers and educators based at three Canadian Centres of Excellence for Women's Health. Online module build on concepts and understanding of definitions and identifying. sgba-resource.ca/en/

New Books In Anthropology / Podcast Series

Eli Revelle Yano Wilson's Book "Front of the House, Back of the House: Race and Inequality in the Lives of Restaurant Workers"
open.spotify.com/episode/4hW6xoLMzaMhltuPmij2IY?si=9dRWBAMcTgeT9ejmmJX8DQ

Buzz Kill: The Physical, Psychological and Financial Price Women Pay for Working in Beer

Beth Demmon

Good Beer Hunting, May 19, 2021

goodbeerhunting.com/blog/2021/5/19/buzz-kill-the-physical-psychological-and-financial-price-women-pay-for-working-in-beer

10 Facts About Gender Based Violence

Catherine Hodgson

BC Women's Foundation, June 19, 2020

bcwomensfoundation.org/10-facts-on-gender-based-violence/



DIVERSITY, INCLUSION, HARASSMENT, EQUITY, ANTI-RACISM AND ACCOUNTABILITY RESOURCES

Restaurants Haven't Lived Up to the Promise of the Americans with Disabilities Act

David Perry

Eater. May 31, 2017

eater.com/2019/1/16/18184376/restaurants-disabled-accessibility-americans-with-disabilities-act

Dear Restaurants, Your Inaccessibility Is the Opposite of Hospitality

Ace Ratcliff

Eater. January 16, 2019

eater.com/2017/5/31/15701042/american-disabilities-act-restaurants-compliance

Accessibility Is Hospitality: Why The Restaurant Industry Needs To Catch Up

Irene Li

WBUR. June 27, 2019

wbur.org/artery/2019/06/27/accessibility-is-hospitality-restaurants

#metoo: Sexual harassment and complicity in the restaurant industry

RestoBiz. December 13, 2017

restobiz.ca/metoo-sexual-harassment-complicity-restaurant-industry/

Brewer's Round Table: The Beer Industry's Cis-White Male Problem

youtube.com/watch?v=14RyjDUvlgM&t=42s

More Than A Bystander / Ending Violence

Resources and guides for how to be more than a bystander when witnessing gender based violence.

endingviolence.org/prevention-programs/be-more-than-a-bystander/what-you-can-do-to-be-more-than-a-bystander/



HOUSE RULES

- 1. No derogatory or discriminatory language used towards guests/customers or staff will be tolerated. You will be asked first to stop. If you continue, you will be asked to leave if this is not followed/respected. Don't say anything you wouldn't say to your mom.**
- 2. Any nonconsensual touching or sexual harassment will not be tolerated. You will be asked to leave immediately.**
- 3. Any guest that is tampering with or destroying brewery property will be asked to leave immediately, our house, our belongings.**
- 4. Theft of HOF property will not be tolerated, we don't welcome those that steal from our house.**
- 5. If there are health and safety restrictions in effect, follow them. If you repeatedly ignore these you will be asked to leave.**
- 6. We are diligent in protecting against those who act in a disorderly manner. We reserve the right to refuse entry or to remove overly intoxicated, aggressive, or loud and disrespectful patrons.**
- 7. Employees are empowered to address instances that violate our values in order to ensure the immediate safety and well-being of themselves, and others.**
- 8. If our team tells you no to a request or demand, respect the answer and don't ask again. They said no for a reason.**

Customers who violate our House Rules are subject to refusal of service and relationships with vendors who violate this code of conduct are subject to termination.