

FOR AN
INCLUSIVE
WORKING
ENVIRONMENT

For our Foundation each person must be able to fully express their individual, cultural, and work identity, as well as grow and share their own personal heritage and skill set.

Therefore, we prevent and condemn all form of discrimination and harassment, including sexual harassment, as well as any other attitude that is violent or harmful to the dignity and health of the person based on factors of discrimination such as, among others, race, ethnicity, nationality, religion, personal and political beliefs, union affiliation, disability, age, sex, sexual orientation, gender identity, personal care or family needs, the state of pregnancy, maternity or paternity, including adoptive.

RECOGNIZE VIOLENCE

It can be express in different forms, not always immediately recognized in their severity: weak signals and subtle behaviors can escape our conscious attention.

Here are some examples:

VERBAL VIOLENCE

- Making comments about a person related to gender, physical appearance, age, private life, sexual orientation, ethnicity, religion, etc.
- Communicating and interacting among colleagues with demeaning words, offensive comments or jokes, and/or of a sexual nature
- Communicating and interacting with swearing, yelling, threats, intimidation, and blackmailing

NONVERBAL VIOLENCE

- Making sexually suggestive gestures and having inappropriate attitudes
- Inducing the person to accept physical contact
- Sending sexually explicit messages through any means

INVISIBLE VIOLENCE

- Isolating or excluding a person in order to exert psychological violence
- Assume inappropriate attitudes in the absence of witnesses or with witnesses who are not willing to communicate the incident out of fear
- Taking inappropriate attitudes outside the theater (e.g., during work trips, tours or events)

BE PART OF THE CREATION OF AN INCLUSIVE ENVIRONMENT IN 5 STEPS

1. If you perceive a behavior as unwanted, annoying, or unsupported you are in the presence of harassment even when you hear the phrase, “I was just joking.” **Only you can decide what offends your personal and sexual life.**
2. Those experiencing harassment are sometimes unaware and often underestimates the impact of a behavior. **Never underestimate violence in the workplace.**
3. Do not accept in any context swearing, shouting, threats, exclusion, and isolation. **Do not make someone get used to “raising their voice” at you.**
4. Do not be condescending toward the person who carries out the harassment. **Take a clear position of dissent over it.**
5. When you feel uncomfortable in a relationship within the theater, intervene promptly before the dynamic crystallizes or gets worse. **Most importantly, in order to respect yourself, ask for help.**

MORE INFORMATION AND CONTACTS

YOU CAN ALWAYS

- Write to the Human Resources Department:
direzione.personale@fondazionelascale.it
- Write an email to the Organismo
di Vigilanza of the Theater:
organismodivigilanza@fondazionelascale.it

IN CASE OF DOUBT OR TO DISCUSS PERSONAL MATTERS

- you can write to the newly established figure
of the Tutor: tutor@fondazionelascale.it