

FICVALDIVIA'S COMMITMENT TO PROMOTE AN ENVIRONMENT FREE FROM SEXUAL HARRASMENT AND VIOLENCE, AND RESPECTFUL OF PEOPLE'S DIVERSITY AND INTEGRITY

Resumen ejecutivo. Ver versión completa en www.ficvaldivia.cl

The Valdivia Cultural Center for Film Promotion (CPCV) and the Valdivia International Film Festival (FICValdivia) are committed to insuring a safe and tolerant environment for all the people that work at, participate in, collaborate with or attend its activities, free from discrimination of any kind, and from sexual and work harassment.

Any practice that goes against these values is an attempt against the principles CPCV and FICValdivia stand for, and that govern its public and private endeavors. For this reason, beginning this 25th edition, the Festival invites its participants to sign a protocol that will contribute to create and maintain an environment that guarantees diversity and respect at all FICValdivia activities

WHAT IS CONTAINED IN THE PROTOCOL

The document proposes norms for intervention, in instances of sexual harassment or discrimination at the Valdivia International Film Festival, extending to any activity organized or run by CPCV.

The protocol defines what constitutes sexual harassment, and discriminatory harassment, and establishes procedures to respond to questions, allegations and reports presented by anyone from the organization, participants or guests at the festival.

REPORT PROCEDURES

People who feel they have been the object of sexual or discriminatory harassment, within the context of activities at the festival, have the right to demand protection and reparation. The FICValdivia staff members prepared to receive these kinds of complaints are the Monitors.

When a Monitor receives a complaint, their job is to help the person making the report decide through which mechanism to seek resolution.

INFORMAL REPORT MECHANISM

When does it apply? When the complainant wishes to try to resolve the situation in an informal way, through dialog and agreements.

In this case, the Monitor receiving the report:

1. Will insure the privacy and dignity of the complainant, taking pertinent measures to this end.
2. With the complainant's consent, and always avoiding any possibility for further victimization, will facilitate the discussion between the parties involved, to achieve an informal resolution that is acceptable to the complainant.
3. Will follow up after the report's resolution, to insure the reported behavior has stopped, and there have been no consequences for the complainant.
4. Will insure that these steps are carried out confidentially and within an acceptable timeframe.



FORMAL REPORT MECHANISM

When does it apply? If the complainant wishes to make a formal report, considers the possibilities for dialog exhausted, or is not satisfied with the results of the informal report mechanism.

In this case, the Monitor receiving the complaint will inform the Board of Directors at the Festival regarding the situation. The Board will name a third party to take over the investigation, who will proceed in the following fashion. The third party:

1. Will insure the complainant's privacy and dignity, taking pertinent measures to this end.
2. Will interview the complainant and the alleged offender separately.
3. Will interview other relevant parties (e.g. witnesses) separately.
4. Will determine if there was indeed an instance of sexual or discriminatory harassment.
5. Will elaborate a detailed report of the investigation, its findings and recommendations.
6. If harassment was present, will decide with the complainant the appropriate reparation.
7. Will follow up with the case to make sure the recommendations and measures have been implemented, the behavior has stopped, and the complainant is satisfied with the resolution.
8. Will make sure the procedure is carried out confidentially and within an acceptable timeframe.

IMPORTANT

This protocol is not intended to regulate conducts, but to establish agreements for coexistence, and to give protection guarantees to the victims. Likewise, its objective is not to discourage artistic expression, political reflection or the dissemination of ideas. Under no circumstance is it meant as an alternative to the implementation of pertinent legal actions, and should never be used to deal with conduct that constitutes a crime under the law.

Everyone at FICValdivia, staff and participants, are invited to sign this agreement, and to actively promote the creation and protection of an environment that is free from harassment and discrimination, that provides guarantees of diversity and respect to all people, at all festival activities.

WHO ARE THE MONITORS?

For this edition, four members of the FICValdivia staff have volunteered to receive any kind of report, and to direct them through the channels the protocol offers.

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