



# CODE OF ETHICS AND CONDUCT

## JUST FOR LAUGHS GROUP

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### 1. Objectives of the code

The objective of this code is to promote ethical, courteous, honest, and loyal behaviour from individuals in the performance of their functions and duties related to Just For Laughs, in line with its mission and its values. It also aims to offer guidance for decision-making in various sensitive situations, for instance in cases of harassment, rumour management, reports, complaints, and conflict of interest management. This code works in tandem with internal company policies in effect.

### 2. Our responsibility

We are a well-established group in the entertainment industry renowned in Quebec, Canada, and globally for the strength of its brands, creations and intellectual property, content, performances, tours, audio and television productions, films, festivals, as well as its traditional and digital distribution. Throughout Just For Laughs, we create, produce, distribute, and promote content that reaches diverse audiences.

Our mission is to bring talents together to create, produce, and distribute entertainment content, our intellectual property, through inspiring brands and concepts.

Historically anchored in comedy, the group is expanding its operations into music.

The group promotes its brands and intellectual property in the following sectors: live performances, tours, audio and television productions, films, festivals, as well as traditional and digital distribution, not to mention our full range of content platforms: DVDs, books, video games, and more.

This common identity unites us, no matter our role or working environment, and reminds us that we uphold a shared culture, values, reputation, and responsibility: to act with integrity, respect, and professionalism in every moment.



### 3. Who does this code apply to?

This code applies to all those who work within Just For Laughs, whatever their function or status may be:

- Full-time, part-time, and seasonal employees
- Contractors
- Collaborators
- Volunteers
- Interns
- Students
- Members of the Board of Directors
- Industry artists and craftspeople

It applies to all contexts related to our activities: at the office, during remote work, in the workplace, during work trips, on social networks, etc.

### 4. Key values: our compass

Our behaviour hinges on fundamental values. They are not just words on a wall — they are concrete guides for our daily decisions and interactions.

#### **Passion**

We are fully invested in what we do, with energy and commitment. What we create has a real impact on people — this matters.

#### **Empathy**

We listen, respect, try to understand. Our colleagues deserve to be seen and heard as much as our audiences, partners, and collaborators.

#### **Integrity**

We act with honesty and consistency, even when no one is looking. Trust is built through consistent actions, not declarations.

#### **Excellence**

We aim for quality in our actions and deliverables. This doesn't mean perfection: it means doing our best, learning, and improving continuously.

#### **Collaboration**

We work together in a spirit of mutual support and trust. Collective success comes before personal goals.



## **5. Expected daily behaviour**

### **5.1 Ethical, courteous, honest, loyal**

The actions taken as we carry out our duties must be guided by ethics, courtesy, honesty, and loyalty.

#### **Ethics**

- Making equitable decisions
- Communicating openly and honestly
- Respecting the ideas and opinions of others
- Following current rules and policies

#### **Courtesy**

- Polite and respectful interactions – always
- Offering help to a colleague who is overloaded or facing difficulties
- Paying attention when someone speaks to you

#### **Honesty**

- Owning up to your mistakes
- Keeping commitments and respecting deadlines
- Dedicating work time to performing your duties
- Never misleading or concealing facts

#### **Loyalty**

- Committing to reach the goals of Just For Laughs
- Respecting the confidentiality of the information to which you have access
- Respecting decisions that have been made, while remaining open to ethical, legal, financial, or organizational concerns to be raised through the appropriate channels
- Not engaging in competing activities or conflicts of interest

### **5.2 Professionalism and commitment**

Professionalism is demonstrated as much in the quality of our work as in our daily attitude.

- Ensuring thorough follow-up of our projects and respecting our commitments
- Showing good judgement and autonomy in the organization of our work
- Reporting any situation that may affect our deliverables or the workplace climate immediately
- Recognizing our mistakes with transparency and collaborating to resolve them
- Asking for help when needed rather than letting a situation deteriorate
- Being reachable and available according to the reasonable requirements of your role

### **5.3 Team spirit and collaboration**

There is strength in unity. For us, success comes from collective work.

- Contributing actively to collective success, beyond your personal responsibilities
- Sharing pertinent information and collaborating transparently
- Supporting your colleagues and showing openness toward the variety of workplace realities
- Working efficiently with different profiles, skills, and contexts



## 5.4 Brand representation

Each member of our organization is an ambassador of the Just For Laughs brand. This responsibility extends beyond official work hours. During social activities, corporate events, or any context where we are associated with Just For Laughs, we are ambassadors of our organization.

- Keeping a professional appearance, according to the context
- Avoiding insulting or disrespectful comments susceptible to affect the reputation of the organization, artists, partners, or colleagues
- Calmly managing delicate situations with discretion, and in private, if necessary

## 5.5 Alcohol, drugs, and events

During professional activities and corporate events, even without an official role, the expectations of this code remain entirely applicable.

- Moderate alcohol consumption may be acceptable in certain context of representation, so long as your judgement, safety, and behaviour are unaffected
- The consumption of drugs or illicit substances has no place in our activities, no matter the context
- Arriving to work or an event drunk or under the influence of any substance is forbidden
- Access to any site or activity related to our organizations may be revoked due to inappropriate behaviour

## 5.6 Social networks

We believe in freedom of expression and respect that everyone has personal, sometimes differing, opinions. Social networks are part of our daily lives, and we encourage our team to be proud of where they work.

As ambassadors, we show reservation and good judgement in our posts. We avoid sharing content that may damage the organization, our colleagues, the artists, our projects, or our relationships with our partners.

- Speaking on your own behalf, and not on behalf of the organization, without express authorization
- Not publishing content that may damage the image of the organization, artists, partners, or colleagues
- Using our company email address for our personal accounts
- Carrying out our duties with neutrality, reserve, and professionalism, without using your role or the organization's resources to promote personal opinions or convictions
- Never speaking on behalf of the organization, on social networks or otherwise, without prior consent from management or the board

## 5.7 Media relations

Any request for an interview, comment, or public statement on behalf of the organization must be directed to the person responsible for press relations. Only authorized staff may speak on behalf of the organization in the media.

Even in an informal context, we show discretion and avoid commenting publicly on subjects that may affect the organization, its projects, or its partners.



### 5.8 Use of resources

Equipment, spaces, and resources for our use are work tools. We use them responsibly and respectfully.

- Reserving the use of equipment and resources for professional purposes
- Reporting any damage, loss, or improper use immediately
- Using organization funds appropriately and reporting them correctly

We share all common workspaces, including kitchens, meeting rooms, and storage areas. Everyone is responsible for keeping their space clean and orderly, as well as leaving common areas tidy. This is a collective responsibility.

### 5.9 Navigating grey areas

This code cannot anticipate every situation. When faced with an ambiguous situation, some simple questions can help inform the decision:

- **Transparency test:** Would I be comfortable if my decision or behaviour was known to my colleagues? Management? The public at large?
- **Consistency test:** Is my decision in line with our values and the spirit of this code, beyond formal compliance with the rules?
- **Hindsight test:** If a trusted colleague observed the situation, would they say I acted with integrity?

If one of these tests raises doubts, this is a signal. We encourage you to seek advice from your superior, a person of authority, or a human resources manager according the situation, rather than acting alone in uncertainty.



## 6. Measures against workplace harassment and violence, reports, and complaints

We must accomplish our duties while respecting others to promote a healthy, safe, and inclusive workplace. The organization hopes to maintain a culture that is open to diversity, whether it be cultural, sexual, physical, generational, etc.

We do not tolerate any form of harassment, intimidation, discrimination, violence, or serious misconduct. Any situation is handled as per the current Workplace harassment and violence prevention policy.

Each member of our organization is responsible for:

- Contributing actively to a healthy, respectful, and safe workplace
- Reporting any concerning situation to their manager or human resources
- Avoiding passive-aggressive attitudes, excluding behaviours, and insults
- Collaborating to resolve problematic situations in good faith

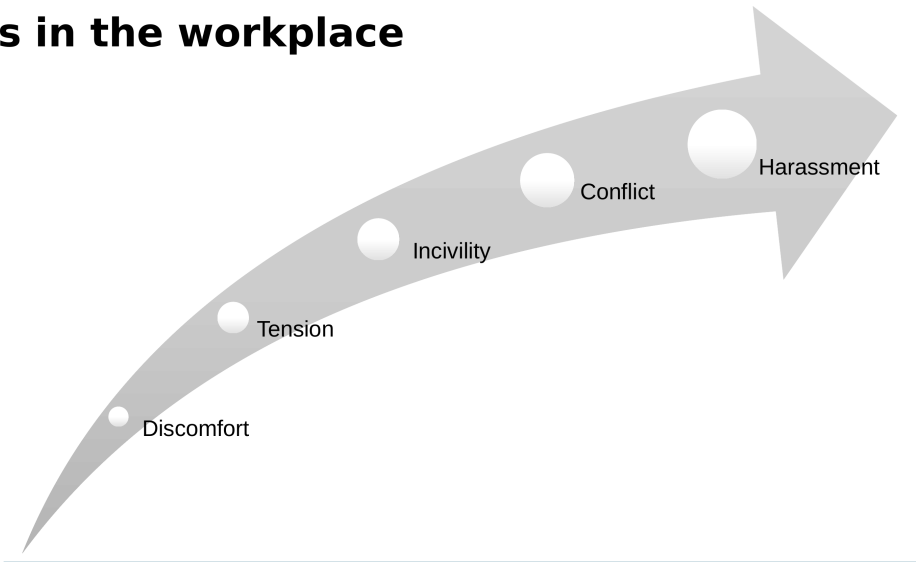
Diverging opinions and expressed concerns are allowed and even desired when delivered in an appropriate, respectful, and constructive manner, preferably in private, so as not to expose or discredit an individual in front of their colleagues.

To guide all concerned parties to whom this code applies, Just For Laughs refers to an interprofessional tensions continuum as well as definitions serving as reference points to qualify different situations objectively.

### Interpretation note

*This continuum should not be understood as a linear or automatic progression. A situation may intensify, diffuse, change in nature, or quickly change from one category to another according to the facts, context, behaviour frequency, their effects, and the response given. The continuum serves as a reference guide, not a rigid framework.*

## Continuum of relational tensions in the workplace



Prepared by Jarvis Résolution

### Interpretation note



*This continuum should not be understood as a linear or automatic progression. A situation can intensify, de-escalate, change in nature or move quickly from one category to another depending on the facts, the context, the repetition of the behaviours, their effects and the response provided. The continuum serves as a reference point, not a mechanical grid.*

### Proposed definitions

*Reference points for distinguishing between discomfort, relational difficulty and harassment.*

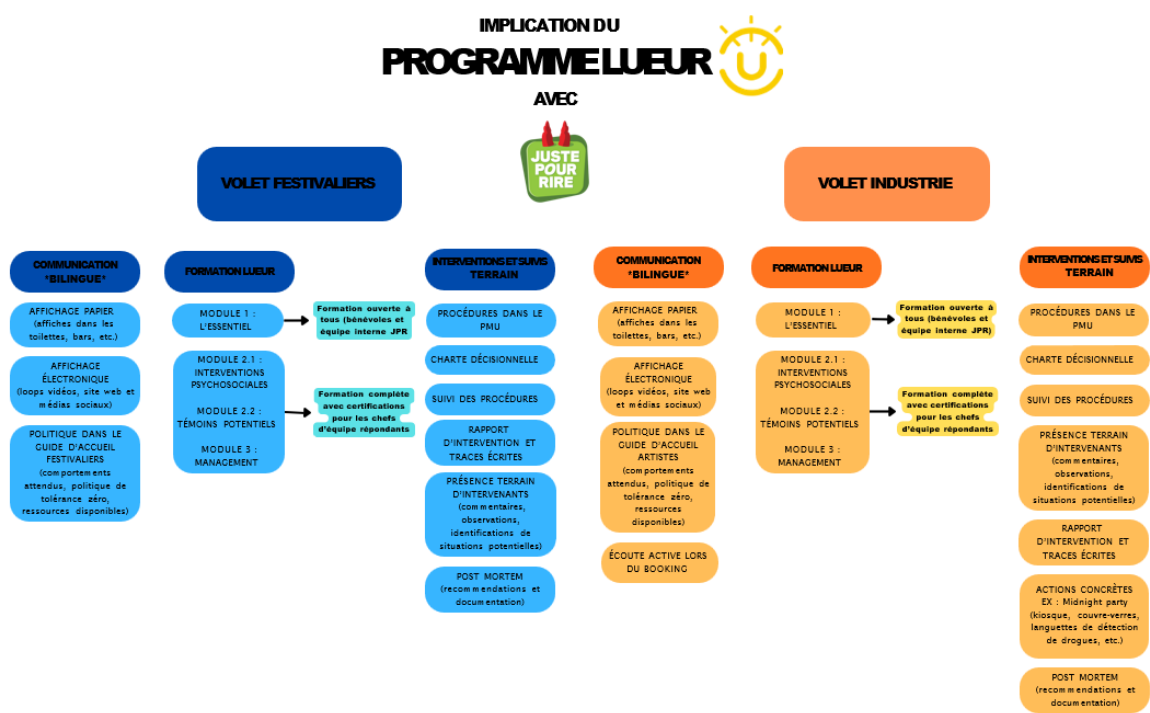
| Concept    | Definition                                                                                                                                                                                                                                         |
|------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Discomfort | A subjective impression of unease, embarrassment or doubt felt by a person in a given situation. The other person is not necessarily aware of it.                                                                                                  |
| Tension    | A latent disagreement or relational difficulty that may be felt by the individuals concerned or observed by those around them.                                                                                                                     |
| Incivility | Behaviour, words or an attitude lacking respect, courtesy or consideration, without necessarily reaching the threshold of harassment.                                                                                                              |
| Conflict   | A situation in which two or more people perceive their interests, needs, expectations or ways of doing things as incompatible. The individuals concerned may, to varying degrees, contribute to the dynamic.                                       |
| Harassment | Vexatious conduct that is repeated, hostile or unwanted, that affects a person’s dignity or integrity and results in a harmful work environment. A single serious incident may also constitute harassment if it produces a lasting harmful effect. |

Any sensitive situation related to harassment, violence, or discrimination can be reported using the procedures provided in **Appendix 1**.



Our organization also works with the Lueur program, which establishes measures to ensure the safety of our festival-goers (as well as industry members) and prevent all forms of harassment and sexual exploitation during our events. This partnership also enables several representatives of the organization to participate in Lueur program training sessions, promoting the implementation of pertinent tools in our operations as well as developing concrete internal expertise and know-how reaching the highest standards in harassment prevention.

Below we provide an example of concrete elements of initiatives carried out with the Lueur program:







## 7. Management of rumours and reports

### 7.1 Rumours

A rumour is defined as information that circulates about a person, event, or situation that has not been formalized by a report or complaint, and whose facts have not necessarily been established or verified.

Rumours often spread because they respond to an uncertainty, discomfort, concern, perception of risk, or, in certain cases, an attempt to influence or distance an individual. It alters as it circulates, with facts worsening, abridging, or distorting according to intermediaries.

As such, individuals subject to this code commit to:

- Avoid spreading rumours, insinuations, or unverified information;
- Demonstrate prudence before commenting on a delicate situation, particularly when it concerns the reputation, dignity, or private life of an individual;
- Bring any concerning situation to the attention of the organization through the appropriate channel. When a situation likely falls under the scope of the Workplace harassment and violence prevention policy, the procedure provided for in this policy must be used. When it concerns a lack of ethics or conduct that is incompatible with this code, the situation may be assessed using the Rumour spreading assessment guide available in **Appendix 2** and, as needed, be reported according to the procedures outlined in **Appendix 1**.
- Respect the confidentiality of information received within your duties or professional interactions;
- Let the organization assess appropriate courses of action when a situation falls under its responsibility.

Just For Laughs does not generally comment on rumours or individual situations publicly to protect the privacy and dignity of those concerned and the integrity of internal processes.



## 7.2 Report processing

When a report is received, a confidential file is opened. This file enables the balanced documentation of pertinent information, notably the nature of the situation, the people involved once known, the circumstances under which the situation is said to have occurred, collected documents or information, measures taken, and further actions to take for the report.

A first analysis is carried out to determine whether the situation falls under the scope of this code, another internal policy, notably the Workplace harassment, misconduct, and violence prevention and management policy, or another applicable procedure.

When the situation falls under the scope of this code, the organization determines the appropriate action taking into account the nature of the collected facts, their severity, apparent credibility, the people involved, risks for the organization, and the necessity to preserve the privacy, fairness, and dignity of those involved.

An advisory committee may be formed and called upon when the situation is complex, sensitive, public, likely to affect the reputation of the organization, or when it raises legal, ethical, psychosocial, reputational, or governance issues.

The advisory committee, if formed, has a consultation role. It supports the assessment of the situation and the determination of appropriate actions, without assuming the decision-making responsibilities of the organization.

Based on the nature of the situation, the advisory committee may include external individuals, notably those with expertise in governance, ethics, law, human resources, workplace relations, risk management, communications, or public relations. It is composed based on the issues raised in the report.

Members of the advisory committee must be able to act independently, with reservation and impartiality. They should not be in an actual, potential, or apparent conflict of interest related to the assessed situation, the individuals involved, or actions planned. Any person in such a situation must remove themselves from the situation or be replaced.



## 8. Conflicts of interest

Working for Just For Laughs sometimes involves having access to insider information, participating in important decisions, or maintaining relations with partners, suppliers, or artists. In this context, we must ensure that our personal interests never — genuinely or in appearance — influence our professional decisions or compromise our impartiality.

A conflict of interest refers to any situation in which an individual, or an organization they represent or in which they have an interest, has a competing interest with that of the organization, whether this interest is actual, potential, perceived, direct, or indirect. Notwithstanding the following will be part of the organization's Conflicts of interest management policy set to be released shortly.

### 8.1 General obligations

Any person subject to this code must:

- Avoid placing themselves in a conflict of interest
- Act impartially in the performance of their duties
- Not take personal advantage of their position or the information to which they have access
- Conduct themselves transparently to prevent any appearance of conflict of interest
- Continue to meet their obligations even after the end of their duties within the organization, notably where privacy, conflicts of interest, and relations with partners and suppliers are concerned

### 8.2 Situations to report

The following situations must be reported immediately to your manager or an executive:

- Having a direct or indirect interest in a company likely to provide goods or services to the organization
- Sitting as an administrator within an external organization with business ties to the organization
- Being offered or accepting advantages, gifts, or goods due to one's role
- Engaging in external activities that may compete with those of the organization
- Participating in a decision involving a personal relation or an organization in which one has interests



## **9. Data privacy and protection**

Within our roles, we have access to sensitive and confidential information. We are responsible for protecting it and using it only in the performance of our duties.

### **9.1 Data privacy**

- Using confidential information only for the purposes of your work
- Never sharing internal information to unauthorized individuals
- Showing discretion in our communications, including on social networks
- Always respecting confidentiality, even after the end of our commitment with the organization

These confidentiality obligations remain in effect for an unlimited duration after the end of one's role.

### **9.2 Protecting personal information**

- Accessing personal information only when our duties require it
- Never using this information for personal or unauthorized purposes
- Reporting any situation that may constitute a privacy breach or data leak

### **9.3 Intellectual property**

Just For Laughs possesses a considerable portfolio of creative and intellectual assets — brands, content, broadcasts, festival concepts, and copyrights. This legacy is precious and must be protected.

- Never reproduce, broadcast, or use content or brands without authorization
- Report any unauthorized use you become aware of
- Creations made in the course of your duties belong to the organization, in accordance with agreements in effect

### **9.4 Use of technological tools**

- Using technological tools predominantly for professional purposes
- Never installing unauthorized software or visiting inappropriate sites
- Protecting accounts and passwords and never sharing them
- Looking out for phishing attempts and suspicious emails, and reporting them immediately
- Immediately reporting any data security incident or suspicious use



## 9.5 Artificial intelligence use

Artificial intelligence (AI) tools are becoming more and more common in our work. Their use calls for special vigilance.

- Never entering confidential information, personal information, or sensitive data related to the organization, its partners, or teams
- Ensuring that content generated by AI and broadcasted on behalf of the organization respects our copyright and intellectual property obligations
- Never using AI to produce content that is misleading, derogatory, or likely to damage the reputation of an individual or the organization
- Exercising critical judgement on produced results. AI can generate inexact or biased information.

When in doubt of the appropriate use of an AI tool within your duties, consult your manager, IT team, or human resources.



## **10. Code application**

### **10.1 Universal duty**

This code is a shared responsibility. Managers and Board of Directors members have a special responsibility to set an example.

Any person who notices a violation is encouraged to discuss it with their manager or human resources team.

### **10.2 Acknowledgement and commitment**

Any person subject to this code is required to review it and sign the commitment form provided for this purpose.

### **10.3 Revision**

This code is revised as needed. Any revision must be approved by management.



## 11. Reports and complaints procedure

Any person with doubts about a situation, a decision to be made, a conflict of interest risk, observed behaviour, or the application of this code needing ethical advice may refer to the **chart found in Appendix 1 of this code**.

### 11.1 Reports and complaints procedure

#### Internal reports or complaints

Please submit your report or complaint to [signalements@hahaha.com](mailto:signalements@hahaha.com)

These are processed by:

- Human Resources Department (Designated person)

In cases of conflict of interest or if HR is unable to receive a report or complaint, the organization has designated a substitute:

- Legal Affairs Department

#### External reports or complaints

A report or complaint made by an external party will be systematically received by an external first-line intake person: Jarvis Resolution. These reports or complaints will be processed with the required respect and confidentiality.

Please submit your report or complaint to [confidentiel@hahaha.com](mailto:confidentiel@hahaha.com)

### 11.3 Protection against retaliation

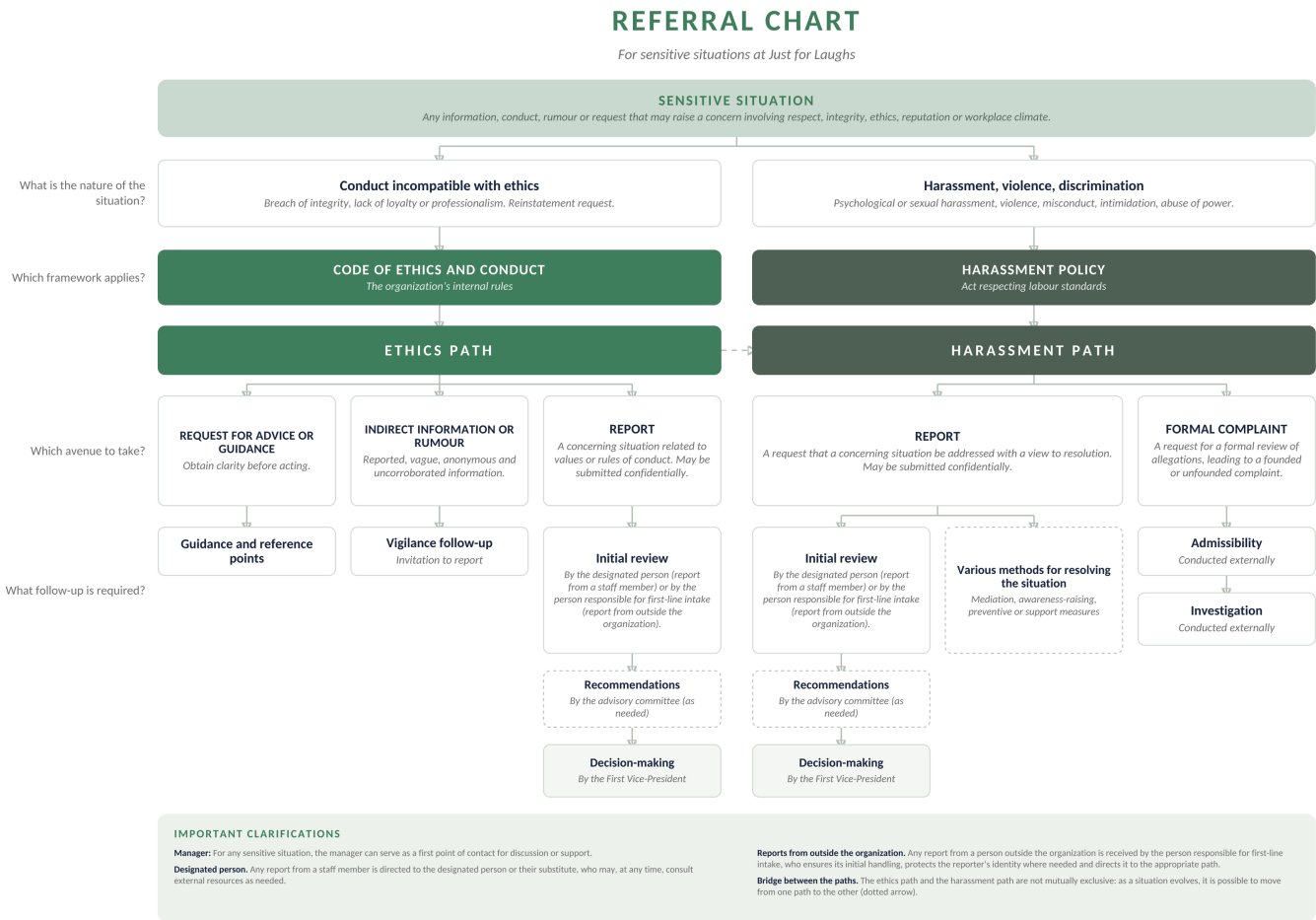
Any person that, in good faith, seeks advice, files a report, or participates in the assessment of a situation under this code is protected against all forms of retaliation, disciplinary measures, ostracism, and unfavourable treatment related to such an action.

Good faith is presumed when the person is acting sincerely, even if the alleged facts turn out to be inexact or unfounded following the analysis.

Any act of retaliation constitutes a violation of this code and will be dealt with accordingly.



Appendix 1 – Decision-making chart – sensitive situation management



Prepared by Jarvis Résolution





## Appendix 2 – Guide for assessing the spread of rumours

Reflection tool to guide a proportionate, prudent, defensible decision

### 1. Scope of the procedure

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**The rumour.** For the purposes of this procedure, a rumour is defined as information that circulates about a person, event, or situation that has not been formalized by a report or complaint, and whose facts have not necessarily been established or verified.

Rumours often spread because they respond to an uncertainty, discomfort, concern, perception of risk, or, in certain cases, an attempt to influence or distance an individual. It alters as it circulates, with facts worsening, abridging, or distorting according to intermediaries.

In these situations, the organization should avoid two pitfalls: dismissing a rumour too quickly, under the pretext that it has not been formalized, while it may indicate a problem or risk that should be considered; or treating a rumour as established fact, without sufficient analysis, nuance, or regard for the rights and interests of the person in question.

### 2. Situation analysis

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General management performs an initial analysis of the situation. They may consult an advisory committee before coming to a conclusion or recommending a course of action.

#### Triage questions

These three questions can help frame a scenario before going further.

1. Does the information include precise facts that can be assessed, or are they vague and difficult to confirm?
2. Was the information reported by a person directly involved or by a third party?
3. Why was this information reported now, by which avenue, and what seems to be intended purpose of informing the organization?



### Case 1 — Vague information relayed by a third party

#### General reflection

When information is vague, indirect, and difficult to confirm, the organization does not have sufficient information to make a judgement about the situation or the person in question. The organization should therefore avoid amplifying the rumour, treating it as established fact, or taking disproportionate action.

**Possible course of action:** Do not take any formal action at this stage, while maintaining reasonable scrutiny and reminding the parties of available channels for filing a report

### Case 2 — Precise information without immediate risk

#### Questions for consideration

4. Was it an isolated incident or repeated behaviour illustrating a pattern?
5. Are the alleged actions recent or do they date back several years?
6. What is the potential severity of the described behaviour?
7. Could the organization be perceived as condoning such behaviour by continuing the collaboration?
8. Do the individuals in question have particular vulnerabilities, for example due to age, power dynamics, instability, or another factor?  
If yes, the severity of the situation is generally increased.
9. Does the alleged behaviour risk being repeated or is it part of an active and current professional relation?  
If the collaboration is current and active – Case 3

#### General reflection

The organization has more specific information than a vague rumour, without necessarily having complete, direct, or corroborated information.

Consideration must be made on the nature of the alleged acts, their potential severity, and how long ago they occurred. The number of people involved, apparent credibility of reported information, and their degree of corroboration must also be taken into account.

The organization must also assess the effect of the rumour in the workplace: discomfort, loss of trust, perception of condoning, or difficult future collaboration. The challenge is to recognize that the information deserves attention, without giving it more weight than is reasonable.

**Possible course of action:** Invitation to report, documentation of received information, consulting the advisory committee, raising awareness within the sector, raising awareness of the person in question, or providing guidance on collaboration

### Case 3 — Concerning information with significant risk

#### Questions to consider

10. Could the described behaviour expose anyone to significant physical or psychological risk?
11. Does the risk seem current and imminent?
12. Is there a risk of foreseeable repetition if the collaboration continues?
13. Do provisional measures seem necessary in the short term?



**General reflection**

The organization does not necessarily conclude that the facts are established. However, the nature of the information received raises sufficient serious risk to justify increased prudence. Consideration must include the potential severity of the described behaviour, its current or repetitive nature, the possible presence of vulnerable individuals, a power dynamic, risk of exposure to third parties, and the organization’s actual capacity to control this risk. A provisional measure may be justified not as a conclusion on the facts, but as responsible risk management.

**Possible course of action:** Consult the advisory committee as soon as possible, encourage filing a report, postpone a decision, closely supervise or suspend collaboration

**3. Impacts to consider before making a decision**

This table is used to identify who may be affected by the continuation, deferment, monitoring, suspension, or end of the collaboration.

| Party                                 | Examples                                                           | Nature of the potential impact                                                                    |
|---------------------------------------|--------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|
| Commercial and institutional partners | Sponsors, co-producers, broadcasters, investors                    | Shared risk to reputation, contractual obligations, pressure to take a position                   |
| Public and ticket office              | Ticket buyers, subscribers, artist community                       | Loss of trust, refund requests, online reactions                                                  |
| Media and public space                | Journalists, columnists, social networks                           | Rumour amplification, reaction requests, coverage before a decision is made                       |
| Professional milieu                   | Other artists, agents, unions                                      | Informal pressure, solidarity, or distancing, effect on the sector’s reputation                   |
| Internal teams                        | Management, programming, communications, HR, legal                 | Exposure to decisions, consistency with internal policies, management responsibility              |
| Potentially exposed individuals       | Direct collaborators, staff in contact with the accused individual | Risk of vulnerability, discomfort, or exposure if the collaboration continues without supervision |
| The accused individual                | The accused artist or collaborator                                 | Rights, reputation, possible public reaction before or after the organization’s decision          |

**4. Testing the viability of the proposed direction**

Before confirming the chosen direction, general management can ask these four simple questions.

**1. Are you comfortable defending this decision?**

Can the decision be explained clearly if it is questioned publicly, legally, or internally?

**2. Is it fair and consistent?**

Is the decision consistent with what the organization has done, or would do, in comparable situations?



**3. Does it align with our values and policies?**

Is the decision consistent with the values, commitments, policies, or references already established in the organization?

**4. Is it proportionate?**

Is the intended response proportionate to the precision of the available information, potential severity of what is being spread, and the foreseeable impacts of the situation?



### Appendix 3 – Available resources

For anyone who could benefit from professional support.

These resources are external and may offer information, assistance, direction, or support according to the nature of the situation.

#### Non-exhaustive list of available resources

| Resource                                                                                 | Type of support/access                                                             | Contact                                                                                                                                                                                                                                                                                                                                                                                             |
|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Association québécoise Plaidoyer-Victimes                                                | Resources and information for victims                                              | <b>Website:</b><br><a href="http://aqpv.ca/ressources/">aqpv.ca/ressources/</a>                                                                                                                                                                                                                                                                                                                     |
| Local social services – Greater Montréal                                                 | Referrals to nearby social and community services                                  | <b>Website:</b> <a href="http://www.211qc.ca/">www.211qc.ca/</a><br><b>Telephone:</b> 211                                                                                                                                                                                                                                                                                                           |
| Info-Social 811                                                                          | Psychosocial telephone counselling service                                         | <b>Telephone:</b> 811                                                                                                                                                                                                                                                                                                                                                                               |
| L’Aparté – Resources against harassment and violence in cultural settings                | Specialized resource for cultural settings                                         | <b>Website:</b><br><a href="http://aparte.juripop.org/">aparte.juripop.org/</a>                                                                                                                                                                                                                                                                                                                     |
| Directorate of Criminal and Penal Prosecutions (DPCP) and the Quebec Ministry of Justice | “Support for victims of crime” section and legal information related to recourses  | <b>Support for victims of crime:</b><br><a href="https://www.quebec.ca/en/justice-and-civil-status/support-victims-crime">https://www.quebec.ca/en/justice-and-civil-status/support-victims-crime</a><br><b>DPCP info line for domestic and sexual violence:</b> 1-877 547-DPCP (3727)<br><b>Opening hours:</b> business days, Monday to Friday, 8:30 a.m. to 12:00 p.m. and 1:00 p.m. to 4:30 p.m. |
| Quebec Bar Association – Rebâtir                                                         | Free legal counselling for victims of sexual and domestic violence (up to 4 hours) | <b>Website:</b> <a href="http://rebatir.ca/">rebatir.ca/</a><br><b>Telephone:</b> 1-833-REBATIR<br><b>Email:</b> <a href="mailto:projet@rebatir.ca">projet@rebatir.ca</a>                                                                                                                                                                                                                           |
| Virtual training and information on harassment in cultural settings                      | Information and expert advice created by the INIS and the Gouvernement du Québec   | <b>Website:</b><br><a href="https://unefoisdetrop.ca">https://unefoisdetrop.ca</a>                                                                                                                                                                                                                                                                                                                  |