

## **End of the inquiry on the Charles Dutoit affair at the OSM: Reaction from the GMMQ**

*Montreal, November 6, 2018* – The **Guilde des musiciens et musiciennes du Québec (GMMQ)** applauds the decision by the Orchestre Symphonique de Montréal (OSM) to shore up its workplace harassment policy and align it with a **zero-tolerance** principle. This decision comes at the conclusion of the inquiry conducted by an independent expert with the OSM, who received complaints from two musicians concerning conductor Charles Dutoit (OSM conductor from 1977 to 2002).

The GMMQ, which represents the orchestra's musicians, pledges to work in concert with the OSM to develop a workplace harassment policy based on the investigator's recommendations, as soon as possible. Our work will consist of developing **prevention and complaint resolution tools** for musicians to ensure that behaviour like that of Mr. Charles Dutoit is never allowed to occur again.

"Above all, we wish to remind musicians that the GMMQ will always be there to support them in the event of harassment in the workplace. They should not be afraid to come forward and denounce unacceptable behaviour, regardless of where it comes from," explained GMMQ President Luc Fortin.

The GMMQ extends heartfelt sympathies to the two plaintiffs, who have decided not pursue the matter any further and to remain anonymous. This must have been a difficult decision for them.

We wish to remind members that a resource is available to any cultural worker who wishes to denounce workplace harassment behaviour: the online platform "**L'aparté**" ([www.aparte.ca](http://www.aparte.ca)); the GMMQ is proud to have played a part in its development.

### **La GMMQ**

The Guilde des musiciens et musiciennes du Québec (GMMQ) has a mission to promote the value of music as well as the vital contribution of professional musicians to society by representing and defending their artistic, social and financial interests. Notably, the GMMQ sets minimum working conditions for musicians and acts collectively on behalf of its members when it considers that their interest is affected. To this end, the GMMQ works with organizations whose objectives are similar. It is also actively lobbying to promote music and musicians to local, national, and international government bodies and communities.

In addition, the GMMQ provides musicians with a range of services, such as legal services and preferential rates with several companies, including insurance companies.

Today, the GMMQ has **3 200 members**.

[Consult our website](http://www.gmmq.com)