

General Harassment Policy for Playcrafters Barn Theatre

Purpose:

The purpose of this policy is to establish guidelines to promote a safe, respectful, and inclusive environment for all members, performers, and board members at Playcrafters Barn Theatre. Harassment in any form is not tolerated, and we are committed to preventing and addressing any incidents.

Scope:

This policy applies to all individuals associated with Playcrafters Barn Theatre, including volunteers, performers, board members, and patrons. It covers conduct occurring on theatre premises, during rehearsals and performances, at events, and in any work-related situations (including online and social media interactions).

Definition of Harassment:

Harassment is defined as any unwelcome behavior that demeans, intimidates, or creates a hostile or abusive environment based on characteristics such as race, color, religion, sex, gender identity, sexual orientation, age, disability, nationality, or any other characteristic protected by law. Harassment can take many forms, including:

1. Verbal Harassment:

- Offensive comments, jokes, or slurs.
- Sustained use of derogatory names.
- Threatening or intimidating language.

2. Physical Harassment:

- Unwelcome touching, kissing, or grabbing.
- Stalking or following individuals.
- Physical intimidation or aggressive gestures.

3. Visual Harassment:

- Displaying offensive or inappropriate materials, such as posters, cartoons, or graffiti.
- Sharing derogatory images or messages.

4. Cyber Harassment:

- Sending inappropriate emails, texts, or messages through social media.
- Cyberbullying or malicious online behavior.

5. Retaliation:

Adverse actions are taken against individuals who report harassment or participate in investigations.

Reporting Procedures:

1. How to Report:

Individuals who believe they have experienced harassment should report the incident to a designated staff member, board member, or the Diversity, Equity, and Inclusion (DEI) Committee. Reports can be made verbally or in writing and may be done confidentially.

2. Investigation Process:

All reports will be taken seriously and investigated promptly and thoroughly. Investigations will be conducted in a manner that respects the privacy of all parties involved.

3. Non-Retaliation:

Retaliation against anyone who reports harassment or participates in investigations is strictly prohibited. Acts of retaliation will result in disciplinary action.

Consequences of Harassment:

Any individual found to have engaged in harassing behavior will face disciplinary action, which may include warnings, suspension, termination of employment, or removal from participation in events or activities. Measures will be taken to ensure the safety of the person reporting harassment and to prevent further incidents.

Training and Education:

All current and future board members, directors, and show staff are required to participate in training sessions on recognizing and preventing harassment. Ongoing education will be provided to our members to foster a culture of respect and inclusivity. In addition, this policy will be given to every performer at Playcrafters Barn Theatre.

Support Services:

Individuals who experience harassment are encouraged to seek support from available resources, including counseling services and advocacy programs within the community.

Monitoring and Review:

This policy will be reviewed and updated annually or as necessary to ensure its effectiveness and compliance with relevant laws and best practices.

Conclusion:

Playcrafters Barn Theatre is dedicated to providing an environment free from harassment and discrimination. We encourage all individuals to promote a culture of respect and support, ensuring that everyone can participate in our community without fear of harassment.

Effective Date: January 1st, 2025

This Harassment Policy is a living document, reflecting our ongoing commitment to creating a safe environment for all. This policy will be reviewed and improved on an ongoing basis.