

Sexual Harassment Policy for Playcrafters Barn Theatre

Purpose:

The purpose of this policy is to create and maintain a safe and respectful environment for all individuals involved with Playcrafters Barn Theatre, including members, volunteers, performers, board members, and patrons. We are committed to preventing sexual harassment and addressing any incidents promptly and effectively.

Scope:

This policy applies to all board members, volunteers, and performers, at Playcrafters Barn Theatre. It covers conduct that occurs on theatre premises, during rehearsals and performances, and at official events.

Policy Statement:

Playcrafters Barn Theatre has a zero-tolerance approach to sexual harassment. We recognize that every individual has the right to meet, work, perform, and participate in a respectful and harassment-free environment. Any form of sexual harassment is unacceptable and will not be tolerated and is grounds for immediate removal.

Definition of Sexual Harassment:

Sexual harassment is defined as unwelcome conduct of a sexual nature that creates an intimidating, hostile, or offensive environment. This may include, but is not limited to:

1. Verbal Harassment:

Inappropriate jokes, comments, or propositions of a sexual nature.
Repeatedly asking for unwanted romantic or sexual attention.

2. Physical Harassment:

Unwanted touching, hugging, or physical advances. Including blockage of pathways or creating physical obstructions to intimidate or coerce.

3. Visual Harassment:

Displaying or sharing sexually explicit materials, photos, or messages. Suggestive gestures or lewd gestures.

4. Online Harassment:

Sending sexually explicit messages or images through digital platforms or social media, including texting and instant messaging.

Reporting Procedures:

1. Reporting Incidents:

Playcrafters Barn Theatre encourages individuals who experience or witness sexual harassment should report the incident to a designated board member, or the DEI Committee promptly. Reports can be made verbally or in writing and can be done confidentially.

2. Investigation Process:

All reports will be taken seriously and investigated promptly and thoroughly by the DEI committee and board of directors. The confidentiality of the reporter will be respected to the extent possible during the investigation of harassment.

3. Non-Retaliation Policy:

Retaliation against individuals who report harassment or participate in investigations is strictly prohibited. Anyone found to be engaging in retaliatory behavior will face disciplinary action.

Consequences:

Individuals found to have engaged in sexual harassment will face disciplinary action, up to and including or removal from membership, position, and performing with Playcrafters Barn Theatre. Measures will be taken to protect the reporter and ensure their ongoing safety and comfort following an incident.

Training and Awareness:

All current and future board members will undergo training on the prevention of sexual harassment as part of our commitment to creating a safe environment. In addition, all season directors and stage managers will also complete training before casting and rehearsals. We require every director to inform their cast and crew of the policy and require them to report to the board of directors any infractions.

Review and Monitoring:

This policy will be reviewed annually and updated as necessary to reflect best practices and changes in the legal landscape.

Conclusion:

At Playcrafters Barn Theatre, we are dedicated to fostering a respectful and supportive environment for all. Our commitment to preventing sexual harassment is unwavering, and we encourage everyone to contribute to a safe and inclusive space for all.

Effective Date: January 1st, 2025

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