



CODE OF CONDUCT

Brave Spirits Theatre recognizes the importance of an environment that is safe, respectful, and accountable to participants at all levels of the theatrical production.

We aim to provide:

- ***A space free of harassment***, whether it be sexual, or based in race, gender, religion, ethnic origin, color, or ability.
- ***A nurturing environment*** that allows for even greater challenge to ourselves, our audience, and our communities; risk of mind and body; and the freedom to create theatre that represents the full range of human experience.
- ***Support and understanding*** of best practices for communication and mediation.

Employees are expected to read and adhere to these guidelines for the duration of their employment with Brave Spirits Theatre. Initial next to each bulleted section to indicate your understanding, and sign. By signing this code of conduct, you acknowledge that these rules are clear to you and that you agree to abide by them. Violations of any of these guidelines may result in immediate termination of your employment.

I _____, recognize that I should always exercise good and appropriate judgment while interacting with, supervising, and/or instructing. I will always take the well-being of every participant into consideration.

By accepting this position with Brave Spirits Theatre, I agree to adhere to the following guidelines at all times while employed by or working with Brave Spirits Theatre.

Guidelines for Conduct

Health and Safety – Safety is the highest priority, and any action or activity that jeopardizes safety will not be tolerated. Any injuries or illnesses that occur to staff must be reported to stage management. Good judgment should always be exercised in regard to the safety and well being of all participants.

(initial) _____

Harassment – BST will not tolerate any form of physical or mental harassment including, but not limited to, the following: hazing; physical or emotional abuse; racial, ethnic, gender, or sexual discrimination; or sexual harassment.



(initial) _____

Drug and Alcohol Use – Use of illegal or legal drugs for non-medicinal purposes and alcohol is strictly prohibited while on site of any BST rehearsals, performances, strikes, and load-ins.

(initial) _____

Care of the Facilities – Destruction of property by a BST employee will not be tolerated and may be the financial responsibility of the staff involved. More specific details regarding the care and use of these facilities will be discussed in orientation.

(initial) _____

By signing below I acknowledge I have received and agree to the BST Code of Conduct, Sexual Harassment Policy, Anti-Racism and Intersectionality Policy, and Policy & Procedures documents. Brave Spirits Theatre reserves the right to modify and make additions to policy documents as the need arises. Any new guidelines will be distributed in writing and discussed.

Signature: _____

Printed Name: _____

Date: _____