



## Concern Resolution Path (CRP)

Creating a safe and comfortable environment for all members of our team is important to this company. We take feedback seriously and seek to address issues in a sensitive and timely manner. The following individuals are available to help you resolve any concerns or issues that may arise. Brave Spirits wishes to create a safe and creatively fulfilling work environment where actors and artists feel empowered to provide ideas and come forward with concerns of any size.

**The Goal:** The goal of the CRP is to provide a documented communication pathway to address issues in a production. The goal is also to address the essential concern of participants not knowing what to do, or fearing reprisal for reporting issues when they are unsafe, harassed, or have other serious concerns. Though the CRP is a mechanism for preventing and addressing abuse and harassment, it can be used for any type of suggestion or complaint. No concern is too small to bring forward.

### What is a concern resolution path?

The Concern Resolution Path lists members of the organization and their contact information who have agreed to be responsive to reported issues and work to resolve them. It consists of:

- A written, clear, and transparently shared list of procedures for addressing a concern;
- A written, clear, and transparently shared list of persons with whom the concern should be addressed;
- A commitment to give reported concerns priority and a reasonable timeline for resolution;

### Level One

If you feel comfortable doing so, we encourage the first line of action to be directly addressing your concern with the parties involved. This helps to foster an honest and open community and is often the fastest path to a resolution.

### Level Two

If you are not comfortable directly addressing the other parties involved or no resolution can be agreed upon, your next points of contact can be the stage manager, director, or production manager:

[name]	Production Stage Manager	[email]	[phone]
[name]	Production Manager	[email]	[phone]
[name]	Director	[email]	[phone]

### Level Three

If your issue has not been resolved through levels one and two, or if you are an individual of the Concern Path Identified in Level One who needs further assistance to resolve the complaint, your next points of contact can be the artistic director:

[name]	Artistic Director	[email]	[phone]
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**Level Four**

If you feel your issue has not been resolved via levels one, two, and three, or your concern involves Charlene, you can contact the below person for assistance or mediation.

[name]	Board President	[email]	[phone]
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**Outside Mediation**

If you have experienced substantial and/or ongoing abuse or harassment while employed at Brave Spirits Theatre and the company, staff, and board have failed to adequately address your experience, you can contact Not in Our House DC for assistance. NIOHDC has a restorative justice model aimed at centering victims and survivors of abuse (i.e. sexual harassment, racism, transphobia, etc.) by other members of the theatre community. If you are in need of support from NIOHDC, you can fill out this google intake form: <https://docs.google.com/forms/d/e/1FAIpQLSfUaWBrqbw4RkcGR-HsyvrVr0AhWpz-zi7vx0gqYMgJDrjLw/viewform>.