



SEXUAL HARASSMENT POLICY

At Brave Spirits Theatre, we seek to understand sexual harassment as it pertains to the theatre, provide procedures to prevent it, and outline recourse when it occurs. We recognize the potential for harassment in rehearsal, during performance, and outside the theatre among participants, staff, board, and audience members. We acknowledge theatre environments can court confusion about the difference between chemistry, artistic freedom, and harassment; we believe participants can be bold and live “in the moment” of theatrical material while maintaining choreography, fellow participants’ safety, and agreed-upon boundaries.

Everyone working with BST are expected to take appropriate measures to prevent sexual harassment. Unwelcome behavior of a sexual nature is not tolerated in the workplace. Clear boundaries should be established and agreed upon among all participants involved, both in rehearsals and performance, particularly in scenes depicting violence, sex, intimate contact, abuse, or gestures of intimacy.

Sexual Harassment can include:

- (1) unwelcome remarks, jokes, innuendoes, or taunts about a person’s body, attire, gender, or sexual orientation outside the boundaries of consent or production content;
- (2) negative stereotyping of race, gender, gender identity, religion, color, national origin, ancestry, marital status, sexual orientation, ability, or other status protected by law outside the boundaries of consent or production content;
- (3) any unwanted or inappropriate physical contact such as touching, kissing, patting, hugging, or pinching outside the boundaries of consent or production content;
- (4) unwelcome inquiries or comments about a person’s sex life or sexual orientation outside the boundaries of consent or production content;
- (5) leering, whistling, or other suggestive or insulting sounds outside the boundaries of consent or production content;
- (6) inappropriate comments about clothing, physical characteristics, or activities outside the boundaries of consent or production content;
- (7) posting or displaying materials, articles, or graffiti that is sexually oriented outside the boundaries of consent or production content;
- (8) requests or demands for sexual favors that include or imply promises of rewards for complying (e.g., advancement opportunities) and/or threats of punishment for refusal (e.g., denial of advancement or opportunities)
- (9) attempting to engage in sexual behaviors offstage that are choreographed for the stage;



- (10) suggesting an actor who appears naked onstage or in rehearsal is not allowed physical boundaries and/or privacy backstage or in the dressing room and/or not respecting those boundaries;
- (11) intentional failure to observe the dressing room standards;
- (12) inviting an actor to rehearse sexual content outside of scheduled rehearsals;
- (13) repeated invitation/suggestion to take relationships of a sexual nature beyond the stage;
- (14) using the text of a production that is sexual, violent, threatening, or offensive in offstage discourse.

All or part of the above grounds may create a negative environment for individuals or groups. This may have the effect of "poisoning" the work environment. It should be noted that a person does not have to be a direct target to be adversely affected by a negative environment. It includes conduct or comments that create and maintain an offensive, hostile, or intimidating climate. It is worth noting that the higher the emotional/sexual risk a production asks of its artists, the greater the diligence of each member of production and artistic staff is needed to foster an environment of emotional safety.