

King's Players Community Theater (KPCT) is committed to providing a Christian, healthy, and respectful environment for everyone involved in bringing its mission to life. We make this commitment to you as a member of the KPCT family, and we expect you to support that commitment through your actions as well. To that end, we have created the following *Code of Conduct* to provide you with guidelines on appropriate behaviors and processes. This list is not all inclusive, but does address most issues. We maintain the right to amend this document as needed.

1. As a Christian nonprofit, we are committed to upholding and promoting Biblical principles and values. All volunteers and staff should align with our statement of faith and be dedicated to promoting and preserving Christian beliefs as stated in God's Word. All attendees are expected and agree to exhibit behaviors in word and action in accordance with KPCT principles and values as dictated by God's Word.
2. Integrity: We value honesty, transparency, and moral uprightness. Members and staff are expected to act with integrity in all aspects of their work and interactions, maintaining the highest ethical standards.
3. Gender: We believe all people are beautifully created in the Image and Likeness of God as male and female, and that God's biological creation of man and woman thus precludes any other variation, configuration, or continuum of gender and/or sexuality.
4. Respect for Human Dignity: We recognize the inherent worth and dignity of every individual, regardless of their background, age, physical capabilities, race, gender, or beliefs. We foster an environment of respect, free from discrimination, harassment, or any form of unfair treatment.
5. Stewardship: We believe in responsible stewardship of resources, including finances, time, energy, and talents. Members and staff should be diligent in the management and utilization of resources, ensuring they are used for their intended purpose and with the utmost efficiency.
6. Collaboration and Unity: We strive to work collaboratively, fostering an environment of unity and teamwork, both inside and outside of KPCT. We encourage members, staff, and community colleagues to support one another, respecting different viewpoints while maintaining focus on our common mission to honor Jesus through the Arts.
7. Confidentiality: Members and staff and attendees should respect the confidentiality of any sensitive information obtained during their involvement with the organization. Personal and organizational information should not be shared without appropriate authorization, ensuring privacy and security.
8. Professionalism: We expect professionalism in all interactions, both internal and external. This includes timely communication, proper dress and adherence to decorum,

use of polite language, respectful behavior towards self and others, and adherence to organizational policies and guidelines. These standards apply at any KPCT function as well as any representation of KPCT through personal social media.

9. Continuous Learning and Improvement: We embrace a culture of continuous learning and growth. Members and staff are encouraged to seek personal and professional development opportunities, staying informed about current issues and refining their skills to better serve the organization and its mission.
10. Shaming or public outbursts are threatening and have absolutely no place at King's Players Community Theatre. Both parties will immediately, in the moment, stop action and step away before an appropriate reset. Leadership is ready and fully willing to help mediate, pray with, and / or redirect as needed.
11. All Staff and Volunteers are fully capable of making decisions related to their jobs. If we disagree with one another's decisions, we are committed to discussing it with each other directly. Likewise, those placed in positions of authority have been done so with careful purpose. Please bring any concerns with their choices or behaviors quickly, directly, and privately to them as appropriate, or when necessary or for safety sake, to the Board of Directors as needed. Any Board Member can be reached through the Contact Us page directly.
12. The following activities are *strictly prohibited* by KPCT and will not be tolerated:
 - a. Any acts or threats of violence, bullying, or harassment (verbal, physical or online/digital) of any patron or other participant connected to KPCT.
 - b. Sexual harassment of any kind. This includes unwelcome advances, verbal or nonverbal conduct, and non-consensual touching (eg. Unwanted touching or any unwanted or inappropriate physical contact such as touching, kissing, patting, hugging or pinching);
 - c. The use of abusive or offensive language toward or in the proximity of any patron or other participant connected to KPCT. This includes language, references and jokes that are sexual or racial in nature;
 - d. Possession of dangerous, unauthorized, or illegal materials such as explosives, firearms, weapons, drugs, or other similar items at any KPCT event.
 - e. Conduct endangering the life, safety, health, or well-being of any patron or other participant connected to KPCT.

Any participant who violates this code is subject to discipline at the discretion of KPCT, up to and including removal from an existing production they are participating in and/or probation or barring from future involvement related to KPCT.

By adhering to this Code of Conduct, we ensure a strong foundation for KPCT fostering an environment that reflects our values, promotes collaboration, and maximizes our impact in the communities we serve.

Our policy at KPCT is "if you see something, say something." In order to ensure that we are doing everything possible to provide an inclusive environment where everyone feels welcome and safe, we would appreciate assistance in pointing out possible violations of our Code of Conduct. If you are

concerned whether the standards are being met or are aware of violations of the code, please contact an Executive Director, other production leadership, or member of the KPCT Board so it can be addressed. Any such reporting will be treated as anonymous.

I have read and I understand the King’s Players Community Theatre Code of Conduct. I agree to abide by the rules described above and understand that I may be removed as a participant from this or any other KPCT project, and that, at the discretion of an Executive Director and/or Board Member, I could be subject to probation and/or barring from future involvement related to KPCT if I violate any of these rules. I further attest that I have not been charged or convicted of any criminal or civil action involving the above prohibited activities.

Printed Full Name:

_____ Signature:

_____ Date: _____ Parent/Guardian Signature (if

participant under 18): _____ Date: _____

Director or Board Member Signature: _____ Date: _____