

County Town Improv Code of Conduct

Our Golden Rule: Don't Be An Idiot.

This simple principle guides everything we do at County Town Improv. We're here to create, laugh, and support each other in a welcoming environment where everyone can thrive.

Core Principles

Respect and Inclusivity

County Town Improv is committed to providing a safe, inclusive space for all participants regardless of age, race, ethnicity, national origin, gender identity, sexual orientation, disability, physical appearance, religion, or experience level. We celebrate diversity and expect all members to treat each other with dignity and respect.

Boundaries and Consent

If you have boundaries (physical or emotional) that you want to be observed, please make sure you let your facilitator and/or other performers know in advance.

We encourage participants to challenge themselves to develop. However, all performers have the right to not participate in or withdraw from scenes that they do not feel comfortable about without judgement from others.

Before initiating any physical contact in a scene or exercise, you must:

- Obtain clear verbal or non-verbal consent from scene partners,
- Respect personal space and physical boundaries at all times,
- Never assume consent based on previous interactions,
- Accept "no" immediately and without question.

When in doubt, ask. It's always better to check in than to make someone uncomfortable.

Safe Environment Commitment

We are dedicated to maintaining an environment free from harassment, discrimination, and abuse of any kind. This includes but is not limited to:

- Verbal harassment or intimidating behaviour
- Discriminatory jokes or language
- Unwelcome sexual attention or advances
- Deliberate intimidation
- Sustained disruption of workshops or performances
- Retaliation against anyone who reports concerns.

Behavioural Expectations

In Rehearsals and Workshops:

- Arrive on time and prepared to participate fully,
- Wear appropriate clothing and footwear,
- Listen actively when others are speaking or performing,
- Provide constructive feedback with kindness,

- Support your scene partners and make them look good,
- Stay focused and avoid distracting behaviour,
- Respect the facilitator's guidance and structure.

In Scenes and Performances:

- Honour the principle of "Yes, and"
- Avoid scene choices that "punch down" or target marginalized groups,
- Don't use scenes to work through personal issues with others,
- Refrain from gratuitous violence, sexual content, or deliberately shocking material unless specifically agreed upon,
- Share the stage and ensure all performers have opportunities to contribute.

Social Interactions

- Keep conversations and humour inclusive,
- Don't pressure others to socialize outside official activities,
- Respect people's time and personal commitments,
- Maintain appropriate boundaries between individuals,
- Be mindful of power dynamics in all relationships.

Substance Use

Members should not attend rehearsals, workshops, or performances under the influence of drugs or if significantly impaired by alcohol use. We want everyone performing at their best and able to maintain clear judgment regarding consent and safety.

Zero Tolerance Policy

County Town Improv maintains a zero-tolerance policy for:

- Physical, sexual, or emotional abuse
- Harassment or discrimination
- Violation of consent
- Retaliation against those who report concerns.

Violations will result in immediate action, up to and including permanent removal from the group.

Grievance Process

If you experience or witness behaviour that violates this Code of Conduct:

Step 1: Report the Concern

Contact any of the following:

- A designated Safety Officer
- An instructor or facilitator
- A member of the leadership team (Chris Riley, Matt Peake, Kit Cox, Law Martin, Alex Holt, or Sam Ford)

Reports can be made in person, via email, or through our anonymous reporting form.

Step 2: Investigation

All reports will be taken seriously and investigated promptly and confidentially. The object (respondent) of the complaint will be informed of the complaint and given an opportunity to respond.

Step 3: Action

Based on the findings, actions may include:

- Mediation between subject (plaintiff) and object (respondent) of the complaint
- Temporary suspension from County Town Improv activities and forums
- Permanent removal from County Town Improv activities and forums

Step 4: Follow-up

We will check in with the subject (plaintiff) of the complaint to ensure the situation has been resolved satisfactorily and no retaliation has occurred.

Confidentiality

All reports and investigations will be handled with discretion. Information will only be shared on a need-to-know basis to ensure safety and fair process.

Ongoing Commitment

This Code of Conduct is a living document. We welcome feedback and will review it regularly to ensure it serves our community effectively. Everyone in County Town Improv shares responsibility for maintaining our culture of respect, creativity, and safety.

Acknowledgment

By participating in County Town Improv activities, you agree to abide by this Code of Conduct and help create a positive environment for all.