



Anti-Harassment Policy

Breath of Fire Latina Theater Ensemble

Purpose

Breath of Fire Latina Theater Ensemble is committed to maintaining a safe, respectful, and harassment-free environment for all individuals involved in our organization, including artists, teaching artists, participants, staff, volunteers, and community members. We uphold a zero-tolerance policy for any form of harassment, discrimination, or abuse, ensuring that our spaces remain welcoming and inclusive.

Definition of Harassment

Harassment includes any unwelcome conduct—whether verbal, physical, or visual—that creates an intimidating, hostile, or offensive environment. This includes but is not limited to:

1. Sexual Harassment

- Unwelcome sexual advances, requests for sexual favors, or inappropriate physical contact.
- Comments, jokes, or gestures of a sexual nature that make an individual uncomfortable.
- Sending, sharing, or displaying sexually explicit or suggestive content.
- Any behavior that creates a power imbalance or pressurizes someone into unwanted interactions.

2. Discriminatory Harassment

- Verbal or physical abuse based on race, ethnicity, gender identity, sexual orientation, disability, age, religion, immigration status, or any other protected characteristic.
- Use of slurs, derogatory language, or hate speech.
- Exclusionary or demeaning behavior toward marginalized individuals or communities.

3. Bullying & Intimidation

- Threats, coercion, or aggressive behavior intended to control or silence others.
- Spreading false information, gossip, or engaging in cyberbullying.
- Deliberate actions that undermine or humiliate another individual.

4. Retaliation



- Any form of retaliation against an individual who reports harassment or participates in an investigation is strictly prohibited.
- This includes but is not limited to threats, exclusion, or professional retaliation.

Scope

This policy applies to all individuals associated with Breath of Fire Latina Theater Ensemble, including but not limited to:

- Employees, independent contractors, and teaching artists.
- Volunteers, board members, and participants in workshops or performances.
- Guests, audience members, and collaborators.

It applies to all **organizational spaces, including in-person events, rehearsals, digital platforms, and online communication.**

Reporting Procedures

If you experience or witness harassment, we encourage you to report it immediately. You can:

1. **Speak directly** to a trusted member of the leadership team.
2. **Submit a written report** via email or a confidential form (to be designated by the organization).
3. **Seek external mediation** if necessary, through an independent conflict resolution process.

All reports will be taken seriously and handled with **confidentiality, respect, and urgency.**

Investigation & Consequences

Upon receiving a complaint, Breath of Fire Latina Theater Ensemble will:

- Conduct a **fair and prompt investigation.**
- Take appropriate action based on findings, which may include:
 - Warnings or removal from organizational activities.
 - Mediation or conflict resolution.
 - Termination of contracts, collaborations, or participation.
 - Legal action if necessary.

Commitment to a Safe Space



Breath of Fire Latina Theater Ensemble is built on a foundation of respect, collaboration, and community care. We commit to:

- Providing **ongoing education** on harassment prevention.
- Creating **channels for anonymous feedback** to improve our policies.
- Holding **ourselves accountable** to the highest standards of ethical and professional conduct.

Conclusion

Harassment, in any form, has no place in our organization. We are committed to upholding a culture of mutual respect, where every individual feels safe, valued, and empowered to contribute their artistry and voice.

If you have any questions or concerns about this policy, please reach out to our leadership team.

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Note: We have recently adopted formal DEI and Anti-Harassment statements. Our work, our mission and even our name have always implied where we stand on these topics, but now they have been codified and are formally published.