

Tread the Boards Photo and Video Release Form

I, the undersigned, hereby grant Tread the Boards ("Producer"), its representatives, and employees the right to take photographs and videos of me and my property in connection with the above-identified event/project. I authorize Tread the Boards, its assigns, and transferees to copyright, use, and publish the same in print and/or electronically.

I agree that Tread the Boards may use such photographs and/or videos of me with or without my name and for any lawful purpose, including but not limited to publicity, illustration, advertising, and web content.

I hereby waive any right to inspect or approve the finished product, including written copy, wherein my likeness appears.

I hereby hold harmless and release and forever discharge Tread the Boards from all claims, demands, and causes of action which I, my heirs, representatives, executors, administrators, or any other persons acting on my behalf or on behalf of my estate have or may have by reason of this authorization.

I am 18 years of age or older and am competent to contract in my own name. I have read this release before signing below, and I fully understand the contents, meaning, and impact of this release.

If the person signing is under 18, there must be consent by a parent or guardian as follows:

I hereby certify that I am the parent or guardian of _____, named above, and do hereby give my consent without reservation to the foregoing on behalf of this person.

Signature: _____

Printed Name: _____

Date: _____

Signature of Parent/Guardian (if applicable): _____

Printed Name of Parent/Guardian: _____

Date: _____

Tread the Boards Theatre (TTBT) (Anti-Harassment and Anti-Bullying Policy)

OUR MISSION

We are dedicated to the celebration of inclusivity and diversity through the power of theatre. Founded on the principles of accessibility and representation. Our group is committed to creating a space where artists and audiences from all walks of life can come together.

OUR GOAL

This policy outlines our commitment to providing a safe and respectful environment, free from harassment and bullying in all forms, including on social media. We recognize the importance of maintaining a community where every individual feels valued, respected, and safe.

SCOPE OF POLICY

This policy applies to all persons associated with Tread the Boards Theatre, contractors, volunteers, and anyone interacting with our organization, including interactions on social media platforms.

DEFINITIONS

Harassment: Unwanted conduct related to a person's ethnicity, color, religion, sex, origin, age, disability, orientation, gender identity, or any other characteristic protected by law. This includes verbal, written, physical, or visual conduct that creates an intimidating, hostile, or offensive environment.

Bullying: Repeated, unreasonable actions of individuals or group, directed toward an individual or group, which are intended to intimidate, degrade, humiliate, or undermine confidence.

Social Media: Includes all forms of electronic communication (such as websites, blogs, and social networking sites like Facebook, Twitter, LinkedIn, Instagram, etc.) where users can create online communities to share information, ideas, personal messages, and other content.

PROHIBITED CONDUCT

Includes, but is not limited to:

1. Verbal Abuse: Insults, derogatory comments, or slurs.
2. Physical Harassment: Unwanted physical contact or intimidation.
3. Sexual Harassment: Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.
4. Cyberbullying and Online Harassment: Posting or sharing negative, harmful, false, or mean content about anyone, including on social media. This includes posting threats, spreading rumors, sharing private information without consent, or excluding someone deliberately.
5. Exclusion and Isolation: Deliberately isolating or excluding someone from theatre or social activities including social media.
6. Discriminatory Behavior: unfavorable treatment because of personal characteristics, beliefs, etc...

SOCIAL MEDIA GUIDELINES

All individuals are expected to uphold the following standards when engaging on social media:

1. Respect and Courtesy: Treat all individuals with respect and avoid sharing or endorsing any content that could be considered offensive, harassing, or bullying.
2. Privacy: Respect the privacy and confidentiality of others. Do not share personal information or images of others without their consent.
3. Professionalism: Maintain a professional tone when discussing theatre-related topics or the organization. Avoid engaging in disputes or controversial topics that could reflect poorly on the organization.
4. Reporting Inappropriate Content: If you encounter harassment or bullying on social media, report it to anyone on the Board of Directors or designated contact person.

REPORTING & INVESTIGATION

Any individual who feels they have been harassed or bullied is encouraged to report the incident to TTBT or a designated contact person. All reports will be taken very seriously and investigated promptly and confidentially.

CONSEQUENCES & VIOLATIONS

Violations of this policy will not be tolerated and may result in reduced participation, loss of role or removal from TTBT and termination of show membership. If show membership is revoked, a refund will not be issued. The organization reserves the right to take legal action if necessary. More serious violations may be reported to authorities for further investigation.

SUPPORT & RESOURCES

The organization offers resources and support for those who have experienced harassment or bullying. This may include mediation, referral to proper authorities or other support mechanisms.

REVIEW & UPDATES

This policy will be reviewed periodically and updated as necessary to ensure it remains relevant and effective. Please feel free to provide input to help us improve our policies.

Tread the Boards Code of Conduct Acknowledgment

I have read, understand, and agree to abide by the Tread the Boards Code of Conduct. I acknowledge that failure to adhere to the Code of Conduct may result in disciplinary action, including but not limited to removal from the event/project or theater.

Signature: _____ **Signature of Parent/Guardian** _____

Printed Names: _____ / _____

Date: _____

Youth Theater Phone Policy Agreement

To ensure a safe, focused, and respectful environment for all participants, our youth theater program has established the following phone policy. This policy applies to all cast members, crew, and participants during rehearsals, performances, and any official theater activities.

Phone Collection (“Phone Jail”)

All cell phones, smart devices, and similar personal electronics must be turned over at the beginning of each rehearsal and performance. Devices will be securely stored in a locked “phone jail” and returned at the end of the scheduled activity.

This policy is in place to:

- Promote safety by ensuring full attention during rehearsals and performances
- Minimize distractions that interfere with learning, blocking, and performance quality
- Encourage teamwork, engagement, and respect among cast and crew members

Participants are expected to comply promptly and respectfully with this procedure each day.

Emergency Communication

We understand that access to communication is important. At all times during rehearsals and performances:

- A responsible adult staff member will be available to assist any participant who needs to contact a parent/guardian
- In the event of an emergency, staff will ensure that participants can promptly make necessary calls on their behalf
- Parents/guardians may also contact theater staff directly for urgent matters

This ensures that all participants remain safe and supported even while personal devices are secured.

Exceptions

The only exceptions to this policy are for documented medical needs that require access to a device (for example, diabetes monitoring systems or other medically necessary applications).

- All exceptions must be approved in advance by the program director
- Documentation may be required
- Devices approved for medical use must still be used strictly for that purpose only

Communication & Group Chats

Due to prior issues and to maintain a safe and inclusive environment:

- The theater does **not permit or endorse any group chats** (text, social media, or otherwise) created by participants related to the production
- If a group chat is discovered that causes disruption, exclusion, bullying, or other issues, it may result in consequences (see below).
- Consequences may include removal from the production at the discretion of the theater leadership

All official communication will be handled through approved channels managed by the theater staff.

Consequences for Non-Compliance

Failure to follow this phone policy may result in:

- Verbal warnings
- Parent/guardian notification
- Restricted participation
- Removal from rehearsal or performance
- Removal from the production (in serious or repeated cases)

Acknowledgment & Agreement

By signing below, I acknowledge that I have read, understand, and agree to follow the Youth Theater Phone Policy. I understand that this policy is in place for the safety, focus, and well-being of all participants.

Participant Name: _____

Participant Signature: _____ Date: _____

Parent/Guardian Name: _____

Parent/Guardian Signature: _____ Date: _____