



The Acrosstown Repertory Theatre

PO Box 12254, 1630 NW 1st Avenue, Gainesville, FL 32604
Physical Address: 3501 SW 2nd Ave. Gainesville, FL 32607, Suite O
352.BE.IN.ART (352.234.6278) – www.acrosstown.org

Harassment Policy

If you ever feel that you are in immediate physical danger, or if a crime has been committed, get to a safe space (if possible) and dial 911.

As a completely volunteer-run 501(c)(3) organization, the Acrosstown is not an employer as defined in federal or state law. However, the organization has set forth certain policies in the interest of the safety and well-being of its volunteers, the preservation of the organization's culture, and in keeping with overall best organizational practices.

We do not tolerate harassment or intimidation of any of our volunteers on any basis, including, but not limited to, race, color, sex, religion, national or ethnic origin, age, marital status, medical condition, disability, veteran status, or sexual orientation, gender identity, and gender expression. We also attempt to protect our volunteers from harassment by those outside the organization during times the volunteers are at the theatre or performing work on behalf of the theatre.

Harassment includes verbal, physical and visual conduct that creates an intimidating, offensive or hostile working environment or that interferes with work performance. Some examples include: racial slurs; ethnic jabs; posting of offensive statements, posters or cartoons or other similar conduct.

Sexual harassment is defined here as:

Any unwelcome sexual advances, request for sexual favors, or other verbal, visual or physical conduct of a sexual nature when:

1. submission to such conduct is made either explicitly or implicitly as a term or condition of an individual's employment or volunteer status;
2. submission to or rejection of such conduct by an individual is used as the basis for employment or volunteer status decisions affecting the individual;
3. such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

All directors are required to inform their cast at their first available opportunity about the potential for sexual or violent staging of scenes within their production. All efforts should be made to keep the creative environment open and safe for the actors to portray potentially sensitive events in a way that is comfortable for all involved in the production.



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All directors and stage managers are expected to inform actors that they must wear appropriate undergarments at all times while in the dressing room. Should actors need to change their undergarments, they must use the lockable restrooms. If minors are involved in a show this rule must be strictly enforced. Minors are required to change in the lockable restrooms or individual curtained stalls.

All directors, stage managers, and board members are expected to maintain a working environment in which it is made clear that violations of the Acrosstown policies will not be tolerated. Should inappropriate behavior be witnessed by a director, stage manager, or board member, they are under an obligation to address it with the aggressor immediately.

The ART encourages reporting all perceived incidents of harassment, regardless of the offender's identity or position. Individuals who believe they have witnessed or been a party to harassment have an obligation to report the incident to their director or stage manager. You may also report the incident directly to either your Board Liaisons or any board member with whom you feel comfortable.

Individuals who believe they are or have been the victim of harassment should discuss their concerns with their director or stage manager. If you feel more comfortable, you may speak about your concern directly with either your Board Liaisons or any board member with whom you feel comfortable.

The ART strongly encourages individuals who believe they are being harassed to promptly notify the offender that his or her behavior is unwelcome. Notifying the offender, however, is not a required first step. If, for any reason, an individual does not wish to confront the offender directly, or such a confrontation does not successfully end the harassment, or if the offender retaliates against the individual, the individual has an obligation to notify any board member with whom he/she feels comfortable. If you receive information regarding harassment of any kind in your capacity as a director or stage manager, you are obligated to report it immediately to a board member. Reports may be reported to the board via email at report@acrosstown.org.

The ART encourages the prompt reporting of complaints or concerns so that rapid and constructive action can be taken. Upon receipt of information concerning harassment, we will conduct an investigation appropriate to the circumstances. Such investigation may be conducted internally, or we may engage a third-party qualified to conduct an investigation. The complaint and investigation will be handled with sensitivity and, to the extent practical and appropriate under the circumstances, confidentiality will be maintained throughout the investigation. Following the findings of the investigation, we will take appropriate action to assure that the harassing behavior is stopped and is prevented from recurrence.



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The ART will not tolerate retaliation against an individual for reporting harassment or assisting in providing information relevant to a claim of harassment. Retaliation is a serious violation of this policy and will be treated with the same strict discipline as the harassment itself would receive. Acts of retaliation should be reported immediately and will be promptly investigated.

In support of enforcement of this policy, we require a signed acknowledgement of receipt of the policy from all directors, who are required to inform their cast and crew of the existence of this policy and its associated grievance procedure, and we may periodically discuss our expectations with volunteers individually or in groups.

Violations of this policy will result in consequences befitting the severity of the violation, including but not limited to verbal warnings, dismissal from rehearsal, removal from the production, or being permanently banned from volunteering at the ART.

If anyone has a grievance, feels that they have been unfairly treated, or observes another volunteer to be in violation of this policy, they are encouraged to raise this issue with any member of the Board of Directors or report the grievance to report@acrosstown.org for immediate and confidential assistance.