Academy Players of RI
Code of Ethics and Conduct

Statement of Our Core Values

Values - Academy Players of RI actively encourage volunteers, actors, lecturers, workshops, speakers, musicians, and fundraisers who identify as LGBTQIA+, people of color, people with disabilities, non-binary, genderqueer, genderfluid & pansexual.

Furthermore, Academy Players of RI has a no-tolerance policy for any type of inappropriate behavior, and, as such, will not work with any actor or crew member who violates these policies.

Mission - The mission of the Academy Players of RI is to foster and encourage the development of, and commitment to, the highest standards of community theatres including excellence in production, management, governance, community relations, and services all while contributing to the Rhode Island community through raising funds and awareness for different charitable organizations.

Build Trust and Credibility - Our theater's success depends on the trust and confidence we earn from our volunteers, actors, lecturers, workshops, speakers, musicians, and fundraisers. We gain credibility by adhering to our commitments, displaying honesty and integrity, and reaching our goals solely through honorable conduct. It is easy to *say* what we must do, but the proof is in our *actions*. Ultimately, we will be judged on what we do.

Respect for the Individual - We all deserve to work and learn in an environment where we are treated with dignity and respect. Academy Players is committed to creating such an environment because it brings out the full potential in each of us, which, in turn, contributes directly to our success. We cannot afford to let anyone's talents go to waste.
Academy Players of RI is committed to providing an environment that is free of discrimination of all types from abusive, offensive or harassing behavior. Anyone who feels harassed or discriminated against should report the incident to their stage manager, director or board member immediately.

All individuals associated with Academy Players of RI are also expected to support an inclusive environment by adhering to the following conduct standards:

- Treat others with dignity and respect at all times.
- Address and report inappropriate behavior and comments that are discriminatory, harassing, abusive, offensive, or unwelcome.
- Avoid slang or idioms that might not translate across cultures or may be offensive to some individuals.
- Confront the decisions or behaviors of others that are based on conscious or unconscious biases.
- Be open-minded and listen when given constructive feedback regarding others' perceptions of your conduct.

Academy Players of RI will not tolerate discrimination, harassment, or any behavior or language that is abusive, offensive, or unwelcome.

Create a Culture of Open and Honest Communication - Academy Players of RI promotes an open and supportive environment where everyone feels comfortable sharing ideas, experiences, questions, and concerns.

Academy Players will investigate all reported instances of questionable or unethical behavior. In every instance where improper behavior is found to have occurred and will take appropriate action. We will not tolerate retaliation against individuals who raise genuine concerns in good faith.

Lead by example - Representatives of Academy Players (directors, stage managers, choreographers, crew, actors, etc.) have the added responsibility for demonstrating, through their actions, the importance of this Code. In any business, ethical behavior does not simply happen; it is the product of clear and direct communication of behavioral expectations, modeled from the top and demonstrated by example. Again, ultimately, our actions are what matters.

To make our Code work, everyone must be responsible for promptly addressing ethical questions or concerns by taking the appropriate steps to deal with such issues.

Behaviors to avoid

- Dismissive & disrespectful behaviors
    - Interrupting or talking over others in discussions is dismissive and just plain rude.
    - If we disagree with one another's decisions, we are committed to discussing them with each other directly.
    - Making assumptions about colleagues' gender, sexuality, race, or religion is disrespectful.
    - Shaming or public outbursts are threatening and have absolutely no place at Academy players.

- Inappropriate language
    - Use people's proper names and avoid the use of girls, boys, gals, babes, sweetie, honey, etc.
    - Individuals should not be subject to a judgmental gaze or commentary on clothing, bodies, sexiness, racial attributes, weight, prettiness, or personality characteristics.
    - Individuals should not engage in flirtatious behavior.

- Inappropriate physical contact
    - If in doubt, don't do it. If someone pulls away or asks you to stop it – STOP IT.

Accountability

At times, we are all faced with decisions we would rather not have to make and issues we would prefer to avoid. Sometimes, we hope that if we avoid confronting a problem, it will go away. At Academy Players, we must have the courage to tackle tough decisions and make difficult choices, secure in the knowledge that we are committed to doing the right thing.

Although this document cannot address every issue or provide answers to every dilemma, it can define the spirit in which we intend to do business and should guide us in our daily conduct.

Each of us is responsible for knowing and adhering to the values and standards set forth in this Code and for raising questions if we are uncertain about policy. If we are concerned whether the standards are being met or are aware of violations of the Code, we must contact the stage manager, director, or a board member immediately.

Academy Players take seriously the standards set forth in the Code, and violations are cause for disciplinary action up to and including dismissal.