

## **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 the 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.

## **ACKNOWLEDGMENT**

All participants, volunteers, contractors, etc.. are required to acknowledge that they have read, understood, and agree to comply with this policy.

By fostering a culture of respect and accountability, we will create a positive and supportive environment for everyone. Thank you for helping us achieve this goal.