

TTS Performer Information and Code of Conduct

This document is likely to update and be refined. I will try to make sure you are always aware of new changes.

Thank you so much for becoming a performer for the Temporal Talk Show. Your contribution will undoubtedly make for something special.

The following information may seem overly official, verbose, and serious for an improv show, but it is important information for you to know, so you can set your expectations, but also be assured that others are held to the same standards too, and that you feel safe, and free to have fun.

Thanks

Paul Sermon

Funding

The show is currently funded by myself. It comes from my idea, it's a show I want to put on, so funding, organisation, and safety, is my responsibility.

Any contributions to cover costs will be much appreciated, but are **not** expected. The same is true for admin duties, donations towards props and costumes, and other skills and creativity you can bring to the show to make it great.

Contributing financially will not affect the stage time you get.

Promotion

Your consent will always be sought before your image or name is used on a website, poster, or other promotional material.

It will be greatly appreciated if you share show announcements to your social accounts when they happen. Assistance dropping flyers or putting up posters is also appreciated.

Stage Time

The performers invited to join the team will number more than there are roles in a single show. This is to help ensure that there is adequate coverage for any arranged show dates, and a diverse mix of performers are seen on stage. I promise to do my best to make sure stage time is given fairly to every member of the team.

However, your stage time will be affected by the following factors: Your availability, your ability to travel to a performance, your attendance of rehearsals, and the mix of performers in a single show lineup.

Rehearsals

The show is intended to be low commitment. Rehearsals will not be oppressively regular. You will not be expected to attend every rehearsal.

To perform I think it is realistic to expect that you will have attended at least one rehearsal where the show format has been practised fully.

Please make every effort to get to rehearsals ahead of their start time. Rehearsal space costs money and we need to make efficient use of the time available.

Performance Payment

The show will initially be run simply for the joy of performing, and ticket takings will probably be consumed by the venues we perform at. What I'm saying is, there is unlikely to be much or any money in this. Certainly at first.

I will not be paying you to perform. You are not being hired, and you are not under contract. I will not be paying travel costs. Saying that, if there is a situation where you cannot afford to travel to a show that you would otherwise want to do, please approach me as something could be arranged.

Should (when!) we find ourselves in the situation where we receive payment for a performance, it is sensible to set expectations of how money is distributed:

I prefer as simple and clear a structure as possible. My initial instinct is to split any takings **after direct costs** (venue hire, external tech for example) **equally across all team members performing (including the tech if they are a team member)** on a per performance basis.

An additional imaginary team-member *may* be added to this split and known as "the show". This money will go back into the show, to recoup costs already spent, and to help cover future rehearsal, venue hire, props, and other miscellaneous costs. I will keep a record to the best of my abilities of how "the show" spends its part of the splits.

The split of takings will be confirmed before any performance. It will not always be the same.

There is an intention to record live shows and release them as podcasts should the format work well. This may involve a different payment structure. It will be defined if we get there.

Guest Stars

There may be opportunities to bring in guest stars as performers in one off shows, such as other well known improvisers or established comedians. If such an opportunity presents itself it will be discussed with the group before anyone is confirmed. I will ensure any guest star has read this document before they can perform, and will ask them to attend a rehearsal if they can.

Code of Conduct

This is a guide that informs you how you are expected to behave, and how you should expect your teammates to behave, before, during, and after rehearsals, shows, and events.

Issues that occur outside of rehearsals or shows, but affect the show itself are also considered.

Again, this may seem like overkill for a little improv show, but believe it or not, these sections are here because someone somewhere has experienced them within the improv world.

Discrimination

Deliberate or habitual discrimination on the grounds of Gender, Race, Religion, Identity, Age, Neuro-diversity, and/or other protected characteristics will not be tolerated. Accidental occurrences of discriminatory behaviour will always be reviewed and resolved.

Harassment

Rehearsals are for rehearsing, shows are for performing. They are not the place to make moves on your fellow team mates, and are not necessarily where members want to experience such activity. Respect this.

Bullying of any form will not be tolerated. Be careful if your sense of humour involves teasing.

Alcohol, and other substances

I understand that many performers need a beer or similar to help calm nerves, which is not a problem. However, it is preferred that performers do not come to events inebriated, and save drinking or other substance use for after events have finished.

If I deem that someone is too inebriated to perform, I reserve the right to remove them from the show. This is for the safety of you and the whole team, and the quality of the show.

Physical Safety

Unless specifically stated before an exercise or show, there is a **complete ban** on the following in rehearsals or shows:

- picking up team-mates
- Jumping on team-mates backs
- play fighting
- physical striking or pushing
- Pinning down or restricting the movement of someone
- Actual kissing

- Placing any body part in another performers mouth, ears, or any other orifice 🙅

These still count even if you happen to be improvising with someone you do these things with outside of the show.

Touching rules will be by individual consent and will be respected. There is a complete ban on touching "swim-suit" areas, even if someone says they consent to it.

Consent

Any touching is by individual consent. There will be regular check-ins before events to establish what physical interaction you are happy with when performing. Please respect others' requests.

Subject Matter and Triggers

Some subject matters can **trigger** deep upset in performers and audience members. Some of these subjects are often part of comedy as shock comedy or "gallows" humour, for example, suicide, animal cruelty etc.

The truth is, we never know what life event a teammate or audience member may have experienced from week to week, from relationship break ups to family deaths. Please take great care when approaching such subjects.

There will be regular check-ins for you to establish which subject matters you don't want to come up with the team. Please do your best to respect others' requests.

I will always do my best to catch any moments where a trigger accidentally comes up on rehearsals and shows. If you accidentally bring up a trigger, do not worry, we will simply rewind any scenes and re-try.

If you do not feel comfortable talking about a trigger in front of the group, you can message me in confidence and I will ensure it is identified.

There will always be a request to avoid pet cruelty or pet deaths, and suicide.

Reporting Issues

If you experience any issues that make you uncomfortable, whether they are listed above or not, please message me directly, and I will attempt to resolve the situation in full confidence.

You can message me at paulsermon@googlemail.com

If you experience an issue with something I do, and do not feel comfortable to raise it directly, please approach a trusted teammate to broach the issue with me, or message me anonymously.

No one will ever be punished for raising an issue.

How issues will be dealt with

I will speak directly and confidentially with all involved parties, and try to arrange a resolution that satisfies all involved.

Very serious issues that cannot be resolved will result in the offending party being removed from the team.

I understand that in a free-flowing improv rehearsal or show, poor taste jokes can be accidentally made in the fast flow of a scene. This factor will be taken into account. Issues will only reach this stage if they are persistent, repeated, and / or deliberate.

All decisions are at my discretion. To protect myself and others I reserve the right to remove a team-member from the group without notice, if I deem it necessary. I hope I never have to.

In summary

Have fun. Make sure your teammates are having fun. Don't be a dick.

Or to quote the great Abraham Lincoln : "Be excellent to each other, and party on dudes!"