



Code of Conduct

ALL MEMBERS OF RIVERTOWN PLAYERS, INC. COMMUNITY THEATRE ARE REQUIRED TO ADHERE TO THE CODE OF CONDUCT LISTED BELOW. IT IS OUR MISSION TO CREATE A SAFE SPACE FOR ALL MEMBERS. FAILURE TO DO SO MAY RESULT IN DISCIPLINARY ACTION UP TO AND INCLUDING REMOVAL FROM PRODUCTIONS AND REVOCATION OF MEMBERSHIP.

I. Attitude

All members of Rivertown Players, Inc. are expected to treat others with kindness. They should bring a positive attitude to rehearsals, production meetings, performances, etc. Members are also expected to respect the authority of all members of a show's production team and Board of Directors.

II. Discrimination & Harassment

Discrimination

Rivertown Players, Inc. does not condone the discrimination of anyone based on their race, color, religion, sex, gender, sexual orientation, national origin, age, or disability. Also prohibited is discrimination based on familial relationships.

Bullying

Extreme rudeness, belittling, threatening, humiliation, gossiping, intimidation, toxicity, and/or use of offensive language will not be tolerated.

Sexual Harassment

Any unwelcome touching, sexual advances, innuendos, inappropriate statements, or requests for sexual favors will be met with immediate action from our board of directors.

Misuse of Authority

Any member of the production team is prohibited from using their authority to influence someone under their direct report.

Retaliation

Retaliation against any member of Rivertown Players, Inc. who has made a complaint is strictly prohibited. In addition, false complaints as outlined in this policy are also prohibited.

III. Minors

It is our responsibility as members of the community to take great care with those under 18 who have been entrusted to us. Any romantic or sexual relationships between adult members of Rivertown Players, Inc. and those under the age of 18 are strictly prohibited. Inappropriate behavior between an adult and a minor under the age of 18 will result in the immediate removal of the adult involved. Should any concerning behavior be observed, the minor's parent or guardian may be contacted for further action.

IV. Substance Use

Drugs

Illegal substance abuse is strictly prohibited while at Rivertown Players, Inc. functions. This includes, but is not limited to, auditions, rehearsals, fundraisers, and performances.

Alcohol

Alcohol may be consumed before or after a Rivertown Players, Inc. function, so long as it does not impact the reputation of Rivertown Players, Inc. and does not affect the comfort, safety, or performance of other members of the production.

V. Complaint Process

If you witness or are victim to any member of Rivertown Players, Inc. going against the Code of Conduct stated above, you are heavily encouraged to immediately report the offending party to a member of the Rivertown Players, Inc. Board of Directors. Complaints may be made verbally or in writing.

Complaint Handling

Upon being notified of a breach of conduct, the Board of Directors member will have 72 hours to notify at least one other member of the Board of Directors of the details of the complaint.

Next Steps

If the complaint is determined to warrant disciplinary action, the Board of Directors will notify the accused that they have violated the Code of Conduct. In most cases, a “three strikes” policy will be implemented. The party at fault may receive up to two warnings before being ejected from the production. If the conduct violates the law or is deemed excessively dangerous or harmful, a warning will not be given.

By signing your name below, you verify that you have read and agree with the Rivertown Players, Inc. Code of Conduct as specified above.

Print Name

Signature

Date