

M. T. Pockets Theatre CODE OF CONDUCT

Overview and Purpose

To clarify the expectations of M. T. Pockets Theatre on how members, performers, production staff and all volunteers should conduct themselves while involved in the activities of the theatre. By following this Code of Conduct, your reputation, and the brand and reputation of M. T. Pockets Theatre, will be upheld and protected.

The Code also seeks to provide for a safe, enjoyable and equitable environment for all, in the undertaking of their role within M. T. Pockets Theatre.

Basic Incorporation of Standards

- treat everyone with dignity and courtesy
- be fair, considerate and honest in dealings with others
- refrain from any behavior which may bring M. T. Pockets Theatre into disrepute
- display control, respect and professionalism in all activities
- observe proper meeting conduct and protocols
- control one's temper: verbal abuse of others during theatre activities is unacceptable
- use good judgment and demonstrate respect to other members and the M. T. Pockets Theatre organization, as it pertains to any/all postings/comments on both personal and M. T. Pockets Theatre social media sites
- This is a drug and alcohol-free environment. This behavior is disrespectful toward your fellow theater members and unprofessional for the theater. Being under the influence during a show, rehearsal or in the theater space may result in being banned or suspended from the theater.

Discrimination, Sexual Harassment and Bullying

Members, performers, production staff and volunteers are expected to respect the rights, dignity and worth of others regardless of their gender, ability, cultural background or religion or of their physical or psychological disabilities.

M. T. Pockets Theatre will not tolerate discrimination. Discrimination is any behavior or practice which reflects an assumption of superiority of one group (or individual) over another or disadvantages people based on their real or perceived membership of a group and includes such behavior as less favorable treatment, unfair exclusion and asking discriminatory questions.

M. T. Pockets Theatre will not tolerate sexual harassment. Sexual harassment is any unwanted, unwelcome or uninvited behavior of a sexual nature that makes a person feel humiliated, intimidated or offended.

M. T. Pockets Theatre will not tolerate bullying. Bullying is behavior that intimidates, offends, degrades, insults or humiliates another person. Bullying can be physical or psychological.

M.T. Pockets Theatre has a zero-tolerance policy for sexual harassment, discrimination and bullying. People engaging in such behaviors may be suspended or banned from the theater.

Examples of bullying include: aggressive or frightening behavior (e.g. shouting or threatening violence); threats of assault against a colleague or damage to their property or equipment; rude or belittling comments; and standing in someone's way or deliberately blocking their path in an intimidating manner.

Health and safety

Everyone has the right to participate in an environment that is physically and emotionally safe. Members, performers, production staff and volunteers are asked to take responsibility for their own health and safety, ensuring that their actions do not risk the health and safety of others.

Minors involved in productions or in the space during a rehearsal will always be supervised. They will not be permitted to run around freely inside or outside the building. This is for their safety.

All should take reasonable care always by following all lawful instructions from those in authority at M. T. Pockets Theatre in its efforts towards providing a healthy and safe environment. All hazards, accidents or injuries should be reported to the M. T. Pockets Theatre representative in charge of the activity.

To report any incidents of harassment, discrimination, or other violations of the code of conduct, please contact your director, stage manager or a board member with whom you feel most comfortable, even if you just want to express a concern. We are all responsible for the reputation of our theater and the comfort and security of our members.