

# **Firedoor Theatre's Code of Conduct**

## **Mission Statement**

We are a community based theatre company who welcome all levels of experience. We have weekly workshops which are designed to train and develop various aspects of theatre. We produce several productions each year where we present new work from our members along with contemporary and classic plays.

## **Code of Conduct**

The purpose of this document is to outline expected behaviour from Firedoor members as well as consequences for unacceptable behaviour. For the purpose of this code of conduct, audience members and non Firedoor members participating in Firedoor events will be held to the same levels of expected behaviour as members and unacceptable behaviour will be dealt with in the same manner.

## **Expected Behaviour**

- Participate in Firedoor events (workshops, productions, outings, fundraisers etc) in a respectful, positive and professional manner and refrain from acting in a manner that would harm the name or reputation of Firedoor.
- Refrain from demeaning, discriminatory or harassing behaviour or speech.
- Help to create a positive environment of creative and artist growth for individuals as well as the group as a whole.

## **Unacceptable Behaviour**

- Violence, threats of violence or violent language directed against another person.
- Sexist, racist, homophobic, transphobic, ableist or otherwise discriminatory jokes and language.
- Personal insults, particularly those related to gender, sexual orientation, race, religion, or disability.
- Inappropriate photography or recording.
- Inappropriate physical contact. You should have someone's consent before touching them.
- Unwelcome sexual attention. This includes, sexualized comments or jokes; inappropriate touching, groping, and unwelcome sexual advances.
- Deliberate intimidation, stalking or following (online or in person).
- Advocating for, or encouraging, any of the above behavior.
- Not fulfilling production commitments without genuine reason and reasonable notice.
- Attending Firedoor events under the inappropriate influence of alcohol and/or drugs.
- Taking Firedoor property (financial or otherwise) without permission for personal gain.

### **Consequences of unacceptable behaviour**

Unacceptable behavior from any Firedoor member, including committee member and those with decision-making authority e.g. Directors and or Production Managers, will not be tolerated. Anyone asked to stop unacceptable behavior is expected to comply immediately. If a Firedoor member engages in unacceptable behavior, the committee may take any action they deem appropriate, up to and including a temporary ban or permanent expulsion from Firedoor without warning (and without refund in the case of a paid event).

All decisions will be made at the discretion of the majority of the committee, with the exception of removal from Firedoor event at the time of the behaviour which needs to be made by a minimum of two committee members, one being the chair or artist director if they are attending said event. All parties involved will be given the opportunity to submit a written statement on the incidence(s) if they wish to do so and will be informed of any decisions made in writing if they provide contact details.

### **Reporting Guidelines**

If you are subject to or witness unacceptable behavior, or have any other concerns, please notify a committee member as soon as possible.

### **Addressing Grievances**

If you feel you have been falsely or unfairly accused of violating this Code of Conduct, you should notify the committee with a concise description of your grievance.

### **Contact details**

[Firedoortheatre@gmail.com](mailto:Firedoortheatre@gmail.com)

### **Executive Committee Members (March 2019)**

Alex McKenzie, Marta Callava, Shaun Elbert, Alan O'Connell, Jason Coburn

I, \_\_\_\_\_ (print name) have read the above and agree to comply with Firedoor's Code of Conduct and understand the consequences of any unacceptable behaviour.

Signed \_\_\_\_\_

Date \_\_\_\_\_