

## **Code of Conduct and Anti-Harassment and Discrimination Policy**

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The Greely Players is committed to maintaining a positive and inclusive environment for all members including cast, crew, volunteers, and patrons. This Code of Conduct and Anti-Harassment and Discrimination Policy outlines the principles and expected behaviours that everyone associated with Greely Players must adhere to.

### *Respect and Inclusivity:*

- Treat all individuals with respect, courtesy, and professionalism, regardless of their role or background.
- Embrace diversity and foster an inclusive environment where everyone feels welcome and valued.

### *Professionalism:*

- Uphold the highest standards of professionalism during rehearsals, performances, and all Greely Players activities.
- Refrain from engaging in any behaviour that could harm the reputation of Greely Players or its members.

### *Anti-Harassment and Anti-Discrimination Policy:*

- Greely Players has a zero-tolerance policy toward harassment of any kind.
- Harassment includes but is not limited to: verbal, physical, or visual conduct that belittles, intimidates, or creates an offensive or hostile environment for others.
- Harassment and discrimination based on race, colour, ethnicity, national origin, religion, gender, gender identity, sexual orientation, disability, or any other protected characteristic is strictly prohibited.
- Greely Players is committed to providing equal opportunities to all individuals associated with the organization.

### *Reporting Mechanism:*

- Any individual who experiences or witnesses harassment or discrimination is encouraged to report the incident promptly.
- Reports can be made to the Producer(s) of Greely Players in person or by email at [thegpcops@gmail.com](mailto:thegpcops@gmail.com)
- All reports will be treated confidentially, and appropriate action will be taken to address the issue.

### *Consequences of Violations:*

- Violations of this Code of Conduct or the Anti-Harassment and Discrimination Policy may result in disciplinary action, up to and including dismissal from Greely Players

## Rehearsal Code of Conduct:

- Respect the rights and feelings of others while in the rehearsal hall or while online using social media;
- Pay attention and follow instructions from the Directors and Producers;
- Be on time and ready for rehearsals or shows/performances, making sure to have all necessary props, costumes, notes or scripts;
- Leave cell phones and electronics off while in the rehearsal hall;
- Respect the theatre facilities, costumes, props, sets, and all other Greely Players property;
- Clean up after ourselves and assist with set up and tear down;
- Not leave the theatre during (or between) rehearsals and shows/performances unless excused by a Producer or when the Director dismisses the group;
- Be mindful of others – do NOT engage in inappropriate public displays of affection or suggestive behaviours;
- Respect that any physical contact between adults and minors is limited to only what is necessary as part of the production;
- Dress appropriately for all rehearsals.
- Respect that absences outside of dates marked on the Audition Forms will not be permitted
- Support a safe and healthy environment for all by considering not wearing scents to rehearsals and leaving foods containing allergens at home. All participants will be notified at the beginning of the rehearsal season about known allergens that might be present amongst cast, production team, crew and other volunteers.

By being associated with Greely Players, you agree to abide by this Code of Conduct and Anti-Harassment and Discrimination Policy. We believe that by working together with mutual respect and consideration, we can create a vibrant and supportive community that fosters creativity and artistic excellence.

Please acknowledge by signing below that you have read the Code Of Conduct and Anti-Harassment and Discrimination Policy, that you understand it, and that you agree to abide by it as a Greely Players community member.

Cast Signature: \_\_\_\_\_

Date: \_\_\_\_\_