



# Gabriola Players Community Theatre Code of Conduct

***This Code of Conduct sets out how we as members of Gabriola Players will respect each other and collaborate for the benefit of our fellow members.***

## **How we treat each other**

- We will treat everyone with equal respect and courtesy and consider the wellbeing of all within Gabriola Players.
- We recognise we are individuals who think and act differently, and diversity is our richness. We also recognise the value in each of our roles and each other's skills as individuals or as teams.
- We don't want a culture where people cannot touch each other to express support or in camaraderie. But we recognise and respect that some people do not want to be touched.
- We will schedule rehearsals with fair notice, we will be punctual, and we will be present when called and engage fully.
- We will not show favouritism and we will allow space for all opinions.
- We are all capable of making mistakes or acting outside of the values of our Code of Conduct, but we will endeavour to rectify the mistakes we have made.
- We will not be too proud or stubborn to apologise. We will accept apologies and not hold grudges.

## **Rehearsal Environment**

- We will be respectful to the director and creative team at all times.
- We will accept the decisions of the casting committee with good grace.
- We are all entitled to work in an environment that is free from harassment in any form, including bullying, homophobia, racism or sexism. If something makes you uncomfortable, you have the right to ask for it to stop.
- You should not be made to feel uncomfortable for asking people to treat you with respect. If you raise an issue, it is reasonable to expect your fellow members to seek to amend their behaviour.
- We want members to feel empowered to deal with less serious matters in their own way, but we realise that this is not always easy. You have the right to expect the assistance of the director, the stage manager or the board in dealing with serious

issues, or with less serious issues that can't be resolved.

- We will not criticize anyone for raising matters which others may feel are trivial. What you do or don't find acceptable is a matter for you, not for others.
- We will communicate with others in order to solve problems and discuss issues. We do not have a culture of blaming or shaming, and we do not believe shouting is ever okay.
- We think that occasional swearing is okay to let off steam, but it is never to be directed at anyone or done in an aggressive way.
- If we have a concern or issue, we have a responsibility to bring it up with the stage manager, the director, or a member of the board.

## **How we interact with others**

- We pride ourselves on our friendly welcome to anyone participating in a Gabriola Players show.
- We expect all those involved in a show to read this statement and respect it while they are working with us.
- We think humour is vital and it plays a large part in creating a happy, healthy environment but we will be mindful that one person's "banter" may be another person's discomfort.

## **Sexual Harassment**

- It is never appropriate to verbally sexually objectify anyone's body in a rehearsal room or theatre.
- It is never appropriate for an actor to be made to feel vulnerable through nudity, undress or costuming.
- It is never appropriate to send unsolicited communication of an overly personal, suggestive, aggressive or sexual nature to another player.
- It is never appropriate to initiate unwanted intimate physical contact.

**This Code of Conduct will be reviewed and updated regularly to ensure it still reflects our collective view.**