

## Anti-Harassment Policy, updated 8/21/12

The respect and care for the dignity and rights of everyone are essential qualities from each volunteer in order to assure a positive and professional volunteer environment for all Players' activities.

The goal of this policy is to describe harassment and empower the victim to know what to do if such an event occurs, outlining the possibilities for them and the organization for an effective and speedy resolution.

The Community Players of Concord will not tolerate any verbal or physical conduct by any person which harasses, disrupts, or interferes with another person's activities or creates an intimidating, offensive, or hostile environment. All forms of harassment are prohibited.

Harassment, in our context, is defined as inappropriate actions, intended or not, from one person or group to another person or group. It can be verbal, emotional, physical and/or sexual. Harassment includes, but is not limited to, hate speech, profanity, grabbing, threatening, bullying, physical or sexual assault, suggestive language or unwanted touching. In the United States, there is a generally accepted notion of what inappropriate behavior is or can be.

The worst-case scenario is physical assault. Anyone can intervene and demand immediate cessation and/or dial 911 for police assistance.

For other behaviors, one, some or all of the following should occur:

1. The victim of harassment can, immediately, or as soon as possible, privately or with an ally, confront the offender and state the unwanted behavior, requesting cessation of any subsequent episodes.
2. If this is not possible, the victim can make a staff member and/or a board member aware of the situation. If it is determined that harassment has occurred, they will then issue a warning to the person or persons specifying the offending behavior, requesting immediate cessation of the same, including any future occurrences.
3. If this action fails to end the problem, then there will be a discussion between the victim, board member, stage manager, director and producer(s) to reach a permanent resolution. At this juncture, if this group feels a resolution is unlikely, then the offender will be asked to leave the production or activity.
4. If one or more of the leadership in the production or activity is the source of the harassment, the victim can go through similar steps with others leaders and a board member.
5. If harassment occurs during a non-production event, the victim can report to any board member or event leadership.
6. If the harassment is resolved by the production leadership, the board should be apprised of the situation and resolution.