



# The Falmouth Theatre Guild

## Policies for Participation

The Falmouth Theatre Guild is committed to advancing diversity, equity, inclusion, and accessibility within our theater community. Cast and crew members are expected to maintain a high level of professionalism throughout rehearsals, performances, and backstage interactions. Respectful behavior, kindness, and empathy are essential in order to have a positive experience for all. Our policies are listed below.

- Each cast member will be responsible for supplying certain articles of their own costume (ie: underwear, socks, hosiery, footwear, etc.) These will remain the property of the cast member.
- Each cast member will be responsible for supplying his/her own makeup.
- There is no smoking allowed in the theater or on the immediate grounds outside.
- Cast members are expected to be punctual, and to make rehearsal attendance a priority.
- Any cast, staff or crew member whose behavior is negatively impactful due to alcohol or drugs may be subject to discipline or dismissal at the director's or board's discretion.
- *The Falmouth Theatre Guild is serious about child safety and the safety of all its members.* Children shall not be left alone at rehearsal. They should always be in pairs or in groups of three or more. Minors shall always be supervised in groups or chaperoned by a parent.
- Falmouth Theatre Guild prohibits bullying, sexual harassment, and all forms of discriminatory harassment. The Guild expects every member to treat all other participants, board members, and patrons with respect. Harassment of any type will not be tolerated.
  - Sexual Harassment is a form of illegal sexual discrimination that includes unwanted sexual advances, or visual, verbal, or physical conduct of a sexual nature. This definition encompasses many forms of offensive behavior and includes gender-based harassment of a person of the same sex as the harasser.
  - Falmouth Theatre Guild is a family-friendly organization that is open to all in the community. Respectful and kind treatment of everyone involved is a requirement to participate in all Guild activities.
  - Bullying, sexual harassment, disrespectful behavior, or similar issues should be reported immediately to the production's director or producer. The complainant can also contact a member of the board to report abusive behavior.
  - Show directors, producers, or board members who have been told of abuse shall report the complaint to the Guild president and/or vice president without delay to ensure that the matter is dealt with appropriately. Repercussions for violating this policy may include the removal of a performer or backstage hand from a production, and/or revocation of membership to the Guild.