

# Maleny Players

## CODE OF CONDUCT

### AIM

The Code of Conduct (Code) is designed to ensure a safe, inclusive, respectful and enjoyable environment for everyone participating in our community theatre. This includes onstage, backstage or behind the scenes.

This Code seeks to promote the personal growth and happiness of performers, production staff, and volunteers by making involvement with Maleny Players a safe and enjoyable experience for all.

Maleny Players will provide every member, performer, production staff and volunteers with a copy of the Code, where requested.

If there are any questions in relation to the Code, the Maleny Players President, Secretary or Committee Member should be consulted. All breaches of the code should be reported through the proper channels.

This Code may be amended from time to time and updated copies can be distributed upon request.

This document is not designed to be exhaustive and all involved with Maleny Players will be expected to uphold both the letter and spirit of the Code.

### HOW DOES THE CODE OF CONDUCT APPLY TO YOU?

- Every member and volunteer of Maleny Players is expected to perform their role in accordance with this Code of Conduct.
- Maleny Players requires that all members and volunteers comply with all regulations and policies governing its activities and the terms of any charter relevant to their duties.
- In the event of small breaches of the Code Maleny Players will attempt to resolve the matter by explanation of the breach and the monitoring of the situation to ensure personal learning has occurred.

### RESPECT AND INCLUSION

- Discrimination will not be tolerated. This includes unfair exclusion, less favourable treatment and the asking of discriminatory questions. All participants

are expected to respect the rights and dignity of others and treat others fairly, regardless of age, cultural or national background, gender identity, sexuality, religion, ability or appearance.

- Everyone is expected to listen actively and act supportively toward fellow members. Bullying will not be tolerated. Bullying is behaviour that intimidates, offends, degrades, insults or humiliates an individual. Bullying can be physical, verbal, exclusionary, discriminatory or visual. It can happen in person or online ( cyber bullying). No unwanted or rude SMS messages or emails are to be sent to, or about, another member.
- Respect everyone's personal boundaries, personal affects and space. Sexual harassment such as touching others in a sexual manner or unwanted, suggestive, sexual innuendo, will not be tolerated. Sexual harassment is any unwanted, unwelcome or uninvited behaviour of a sexual nature that makes an individual feel humiliated, intimidated or offended.
- Displaying aggressive physical actions, frightening or violent behaviour, name calling or abusive, rude language towards other members will not be tolerated.

If anyone feels they have or are experiencing discrimination, bullying or harassment, they should contact the Member in charge, where appropriate, in the first instance. Where this is not possible, should be made with a committee member.

## **PROFESSIONALISM AND COMMITMENT**

- Timely arrival for rehearsals, meetings and performances.
- Inform the Director or Production team, in advance, if you are unable to attend.
- Learn your lines, cues and choreography as agreed.
- Treat every rehearsal with seriousness and focus. All participants are relying on your preparation and authentic, genuine participation.

## **COLLABORATION AND SUPPORT**

- Encourage and uplift fellow cast and crew members.
- Respect the creative direction of the Director, whilst constructively contributing ideas.
- Share feedback with kindness and receive constructive criticism with grace.
- Work together as a team, to create a positive and enjoyable production experience.

## **HEALTH, SAFETY AND WELLBEING**

- Prioritise the physical and emotional safety of everyone involved.

- Report any unsafe behaviour, damaged equipment, or hazards to the Director or Production Manager.
- All accidents and injuries are to be reported to the Director, Production Manager
- The use of illegal drugs or alcohol during rehearsals or performances, will not be tolerated.
- Only participate in activities you feel physically safe and comfortable doing. Speak up, if unsure.

## **CONSUMPTION OF ILLEGAL DRUGS & ALCOHOL**

- Alcohol is not to be consumed in the Green Room/Dressing Room, the auditorium, deck or foyer before or during rehearsals.
- Cast and stage crew may consume alcohol in the auditorium, the foyer and on the deck after rehearsals and after performances.
- Alcohol may be consumed in the foyer and on the deck before and after productions and during the interval by Front of House volunteers.
- Alcohol may be consumed by Patrons and Front of House Staff, in the auditorium, during performances
- In the case of activities involving minors, no alcohol is to be consumed by members, performers, directors, production staff and volunteers.
- Anyone exhibiting signs of intoxication, via alcohol and or prohibited drugs, will be prevented from commencing, recommencing or continuing their activity.

## **RESPECT FOR PROPERTY AND SPACE**

- Treat the venue, sets, props, costume and stage makeup provided with care. After use, return all borrowed belongings of the theatre company, as per instructions, by the Director.
- Assist, when possible, with setup, cleanup, and maintenance when required.
- Leave shared spaces tidy and clean, regardless of how you found them.

## **SOCIAL MEDIA AND PUBLIC CONDUCT**

- Represent the theatre group positively in public, on social media and online space.
- Do not post photos of behind the scenes images or sensitive material, without permission from the Director.
- Do not air grievances in public.
- Resolve issues, within the group, through proper channels. Issues should be taken to the member in charge, or when not appropriate, to a Committee Member.

## **CONFLICT RESOLUTION**

- Address minor issues privately and respectfully.
- Serious concerns should be brought to the attention of the Committee.
- All concerns will be taken seriously and addressed confidentially and fairly.

## **COMMITTMENT TO GROWTH**

- Strive to grow as a performer, teammate and community member.
- Welcome learning opportunities and feedback with an open mind
- Support the development of others especially newcomers

By participating in the theatre group you agree to uphold the Code of Conduct and help foster a safe, respectful and creative environment for all.