

## Tehachapi Community Theatre Code of Conduct

Tehachapi Community Theatre (TCT) is a nonprofit volunteer organization committed to bringing live theatre and entertainment to our community. To serve in this organization is a privilege and members are expected to adhere to the TCT Code of Conduct to provide a safe, respectful and harassment free environment. The TCT Code of conduct applies to all Members, Performers, Stage Crew, and any persons associated with TCT.

### **The Code of conduct:**

**Respect for others:** Members will respect the rights and feelings of other members. Bullying, name calling, intimidations, bigotry, racism, inappropriate language, or any form of physical or emotional abuse will not be tolerated. This includes emails, texts and/or social media.

**Harassment:** Harassment by its very definition is a behavior that is unlawful, aggressive, pressuring, pestering, attacking, or irritating to another. Any form of harassment based on age, sex, gender, race, color, disability, religion or any federally protected class or characteristic is not tolerated. Any persons who experience the above-mentioned harassment are encouraged to report it to the Board and Grievance Committee immediately.

**Sexual Harassment:** Sexual Harassment of any kind is not tolerated. Acts of sexual harassment include but are not limited to: Any form of unwanted physical contact, visual harassment, dialogue, and physical gesturing. Any members who experience any form of sexual harassment are encouraged to report it to the Board and Grievance committee immediately. Any members who witness any of the above-mentioned forms of harassment are also encouraged to report it to the Board and Grievance Committee immediately.

**Respect for our theatre:** Although the BeeKay Theatre is owned by the City of Tehachapi, it is TCT's home, and like visiting the home of another, we expect our members to treat the theatre and all equipment/props/ stage sets and fixtures with respect and care. To not damage, steal or break TCT property. Any doing so is grounds for immediate removal from the organization and subject to being financially responsible for repairs. This applies to our other location, TCT Second Space (431 W J Street)

**Weapons/Drugs/Alcohol:** No weapons, alcohol, illegal drugs, or substance of any kind are permitted at the theatre or at our other location, TCT Second Space (431 W J Street) at any time.

The number one priority of TCT is providing a safe and friendly place for our members to come together in creative ways to bring theatre to our community. TCT does not discriminate against Race, color, sex, gender, age, or sexual orientation. We are an equal opportunity volunteer organization. By following the TCT Code of Conduct we can provide a safe for all.