

# The Theatre Chipping Norton

(The Theatre)

## Respect Charter

### A CODE OF BEHAVIOUR LEADING TO

- Responsibility
- Reporting
- Raising Awareness
- Responsibility

Everyone working at The Theatre must take responsibility for the power they have. It should not be used abusively over others, particularly more vulnerable individuals or groups. Think about what you want, why you want it, what you are doing to get it, and what impact it will have on others.

Everyone working at The Theatre has a duty to call out disrespectful behaviour straight away, without shame or awkwardness. Use this language: "That is not appropriate – it makes me feel uncomfortable." Empower yourself and others. Do not be a bystander.

The Theatre is committed to leading an active harassment policy including sexual harassment. Once harassment and / or abuse is proven, it must not be hidden. Harassment is unwanted conduct which is done with the aim of damaging a person's dignity or of creating an intimidating, degrading, humiliating or offensive environment for that person. It can take many forms. Please ask for a copy of our Workplace Harassment policy if you wish to know more, or how to report an incident.

Freelancers have the right to the same reporting structures as staff and also to use ITC, UKT, SOLT, Equity, BECTU, Stage Directors UK, Arts Council England, and other industry bodies.

All permanent staff are aware of reporting structures and can advise freelance and part time staff and contractors - everyone in the organisation is responsible.

It is never appropriate

- for someone in a junior role to be required by someone in a senior role to work outside hours in their private home.
- to verbally sexually objectify anyone in a rehearsal room or theatre.
- for an actor or performer to be made to feel vulnerable through nudity, undress or costuming.
- to send overly personal or suggestive communications to a colleague.
- to initiate unwanted intimate physical contact.
- to push people to share their personal experiences to deepen the work. If it is offered, it has to remain within the trust of the working room.
- To discriminate against or harass anyone on the basis of their sex, pregnancy status, gender or marital status, religious or political opinions, racial group, sexual orientation or age.

I take responsibility for my part in respecting those who work with me at The Theatre Chipping Norton

Signed..... Name.....

Date