



St Johnsbury Players' Code of Conduct

The St. Johnsbury Players (SJP) is a nonprofit, community based volunteer organization dedicated to providing theatrical entertainment and education to the community. SJP provides a venue for those seeking both onstage and offstage opportunities. Participation is a privilege and subject to the observance of the organization's rules and procedures. While participating in SJP performances, whether on stage or off, you are representing SJP and must observe our Code of Conduct and guiding principles. While we cannot address every anticipated issue or possible scenario, SJP is committed to maintaining an inclusive environment where everyone feels welcome and safe regardless of their age, race or ethnicity, gender identity or expression, sexual orientation, physical or mental ability, or other characteristics that make our participants and patrons unique. We expect all our participants, as well as their invited guests, to conduct themselves in ways that support this commitment, and to treat everyone with respect.

How do I tell if I am violating the SJP Code of Conduct?

Ask yourself these questions:

- Would I feel comfortable saying or doing this in front of any individual regardless of age, gender, sexual orientation, race or ethnicity?
- How would it look if it made the local news headlines or appeared in social media?
- Could my actions cause harm either physically or emotionally to someone else?
- Could my actions harm the production I'm involved in or the SJP reputation?

The following activities are STRICTLY PROHIBITED by the SJP and WILL NOT be tolerated.

- Any acts or threats of violence, bullying or harassment (verbal, physical or online/digital) of any patron or other participant connected to the SJP.
- Sexual or gender based harassment of any kind. This includes unwelcome advances, verbal or nonverbal conduct and non consensual touching (eg. any unwanted or inappropriate physical contact such as touching, kissing, pattyings, hugging or pinching.)
- The intentional use of offensive language toward or in the proximity of any person connected to the SJP. This includes references and jokes that are sexual or racial in nature.
- Possession of dangerous unauthorized, or illegal materials such as explosives, firearms, weapons, drugs or other similar items on SJP property or property being used by the SJP. In addition any rules of the venue must be followed.
- Conduct endangering the life, safety, health or well being of any patron or other participant connected to the SJP. This may include interaction beyond the theater property and will be handled at the discretion of the Director or Executive Board.
- Any conduct that could damage one's ability to fulfill one's obligation to the

theater. This includes coming to the theater functions under the influence of alcohol or drugs and any failure to follow any policy or procedure or expectation as set by the SJP Executive Board and Directors of the show you are participating in. This includes disrespectful behavior toward any production leader or failing to meet commitments.

All participants are expected to:

- Be at every rehearsal they are needed unless excused by the Director.
- Protect SJP and the venue's property from willful damage, destruction or appropriation.
- Treat SJP and venue's property with care and return all props and costumes in the same condition they were received.
- Learn lines, music and choreography in the required time frame.
- Help with set construction and strike as requested.
- Assist and follow instructions from all production crew.
- Be committed to the whole length of the show, from first read through to the cast party.

Full participation enables a production that everyone can be proud of.

Everyone at the SJP is responsible for knowing and adhering to the values and standards set for in the Code of Conduct. Please contact the designated Executive Board representative or cast representative to find out more info.

Any participant who violates this code is subject to discipline at the discretion of the SJP, up to and including removal from an existing production they are participating in and/or probation or barring from future involvement related to the SJP.

In order to ensure that we are doing everything possible to provide an inclusive environment where everyone feels welcomed and safe, we would appreciate assistance in pointing out possible violations of the code. If you are concerned whether the standards are being met or are aware of violations of the code please contact the designated cast or Executive Board representative.

All participants in each production must review, sign and date this form before starting work on the production. (This includes actors, directors, assistant directors, stage managers, technical operators, stagehands and any other members of the production team.)

I have read and I understand the SJP Code of Conduct. I agree to abide by the rules described above and understand that I may be removed as a participant from this or any other SJP project and that, at the discretion of the director or Board, I could be subject to probation or barring from future involvement related to the SJP if I violate any of these rules.

Printed full name_____

Signature_____Date_____

Parent/Guardian(if

applicable) _____ Date _____ Director/Board

Member _____ Date _____