



Policy: Venables Theatre Code of Conduct and Anti-Harassment Policy

1. Code of Conduct Statement

Venables Theatre, governed by the Oliver Community Theatre Society, is committed to providing activities that align with its organizational values and fulfill its mission, vision, and objectives. The following statement applies to everything related to Venables Theatre: All behaviors associated with any Venables Theatre activities must align with mutual respect and safety. Further, any education or activities in support of Venables Theatre's objectives (supporting, developing and encouraging performing arts) must also be demonstrative of sharing, learning, collaboration, and/or accessibility.

2. Conduct Guidelines

To foster activities that support sharing, learning, collaboration, and/or inclusivity, Venables Theatre prescribes and encourages the following:

- Demonstrations of artistry and craft
- Encouragement of others in their quest for improved artistry
- Open communication
- Civility towards others
- Active listening
- Healthy debate and exchange
- Constructive criticism
- Care and mindfulness towards others
- Respect of others' physical person, needs, and space
- Respect of others' psychological well-being

To enforce mutual respect and safety, Venables Theatre prohibits the following:

- Any behavior, voluntary or involuntary, that could cause harm or prejudice to Venables Theatre activities and/or participants
- Harassment, discrimination, and/or violence in any form whatsoever

3. Application of the Code of Conduct

The Conduct Guidelines apply equally and fairly to all and for all in regards to any person involved in Venables Theatre activities, events, or meetings including:

- Oliver Community Theatre Society Board Members
- Venables Theatre Staff
- Venables Theatre activity participants (including audiences and others)
- Venables Theatre volunteers

All persons are expected to respect any and all personal property and venue facilities. All non-urgent infractions to the Code must be addressed to the Theatre General Manager.

Any situations involving immediate or imminent danger to anyone's safety or well-being should be addressed to the Theatre General Manager first, to the Venables Theatre Board second.

4. Dispute resolution and submission of grievance(s)

Venables Theatre encourages, if and when possible, that disputes be resolved interpersonally between the involved parties. If and when a dispute cannot be resolved by those involved, parties may seek mediation with the manager responsible for the event during which the dispute occurred. To be connected with a manager, request a means of contact by emailing: manager@venablestheatre.ca If/when the General Manager is involved in the dispute then it is recommended to contact the President of the Board of Directors.

All complaints involving allegations of harassment, discrimination, violence, or other severe misconduct disputes or grievances will be shared with the Oliver Community Theatre Society Board Executives