



Bandit Theater Code of Conduct

Updated April 2019

1. Anti-harassment Policy

Bandit Theater is dedicated to providing a safe, supportive, and comfortable space regardless of age, sex, sexual orientation, gender, gender expression, pronouns, disability, race, ethnicity, national origin, physical appearance, or any other status protected by law. We strictly prohibit discrimination and harassment of all forms.

Harassment is not limited to in-person communication. Under this policy, unwelcome behavior conducted through digital platforms, written or graphic materials, performance, or any other medium is prohibited. Sexual harassment, quid pro quo, and disparaging gossip about an individual's sexual relationships is also prohibited.

2. Mutual Respect

Bandit Theater fosters mutual respect to build community. We use inclusive language and honor pronouns. We ask for consent before touching anyone else, including on-stage, in classes and workshops, and everywhere else. We speak only to our own experiences and do not assume the experiences of others.

3. Relationships

Bandit Theater prohibits romantic or sexual relationships between individuals in which one party holds a position of influence or power over another. This includes but is not limited to teachers and students; directors and performers; and staff with managerial responsibilities. Exceptions to this policy can be made for previously existing relationships provided they are clearly communicated, in an effort to avoid conflicts of interest, prior to the acceptance of the involved individual's position of influence.

4. Retaliation

Bandit Theater will not retaliate against anyone for making a good faith report under this code of conduct. We are here to support you and trust your testimony.

5. How To Report An Incident

If you experience or witness any type of misconduct, harassment, or discrimination, please contact Bandit Theater staff so that it might be dealt with immediately. You may reach out directly either in-person or over email via (staff-first-name)[@bandittheater.org](mailto:(staff-first-name)@bandittheater.org). You may also reach out to a third party mediator via feedback@bandittheater.org or anonymously via www.bandittheater.org/feedback.

6. Individuals Covered

All members and affiliates of Bandit Theater including but not limited to staff, volunteers, performers, and students in Bandit Theater training programs and workshops agree to this code of conduct. Any individual who cannot obey this code of conduct may not participate in Bandit Theater activities.

7. Questions

Questions concerning this Code of Conduct or requests for additions and modifications to this Code of Conduct should be sent to hello@bandittheater.org.

Name (Printed)

Signature

Date