Respecting Members of Our Theatre Community

APPROVED 6/11/14

The strength of the Actors Guild of Parkersburg is the many men and women who devote time

as employees, members, volunteers, patrons, and friends of the Guild. We respect the dignity of each individual who participates in our theatre programming and desire to provide the best

possible environment for all Guild activities. Therefore, we reserve the right to discipline those

who violate the spirit of our commitment by engaging in any of the following behaviors:

• Making physical contact with another member of our theatre community that impedes or

blocks their movement

• Verbally abusing another member of our theatre community through degrading language

(including jokes) that addresses race, national origin, medical condition, marital status,

gender, religion, disability, age, and sexual orientation

• Making sexual advances or propositions toward another member of our theatre community

• Taking or removing property of another member of our theatre community without

permission

• Threatening violence against, or fighting with, another member of our theatre community

• Engaging in conduct toward another member of our theatre community that would be

considered sexual harassment, including disseminating sexually oriented posters,

photography, cartoons, drawings, and emails, and requesting sexual favors

• Possessing dangerous or unauthorized materials, including explosives or firearms

• Retaliating against another member of our theatre community because they reported

inappropriate behavior

• Engaging in any other conduct that is considered harassing, demeaning, or disrespectful of

another member of our theatre community

Any such conduct should be reported immediately to one of the officers of the Board of

Trustees. The Board will ensure a proper investigation is conducted and appropriate action taken against the offending party. For employees, appropriate action will include disciplinary action up to and including termination. For members, volunteers, patrons, and friends, appropriate action may include suspension of rights to participate in Guild activities.