

# THEATRE 121 CODE OF CONDUCT

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THEATRE 121 IS AN INCLUSIVE THEATER FOR THE MCHENRY COUNTY AREA, PROVIDING EDUCATION, CONNECTIONS, AND COMMUNITY THROUGH EXCELLENCE IN THE ARTS. WE STRENGTHEN THE BONDS OF OUR COMMUNITY BY DRAWING VISITORS TO WOODSTOCK AND AREA BUSINESSES, DEVELOPING SKILLS ON AND OFF THE STAGE, AND PROVIDING ENTERTAINMENT AND A SENSE OF COMMUNITY FOR ALL.

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Theatre 121 is dedicated to facilitating a friendly, encouraging, and positive environment for all individuals.

## **Theatre 121 believes in Diversity, Equity, and Inclusion (DE&I).**

- Members of the LGBTQIA+ community are safe at Theatre 121.
- Everyone's pronouns matter. We use them properly and with the utmost respect.
- Theatre 121 is Anti-racist.
- We do not tolerate mistreatment of any individual because of race, sexuality, gender, or ability.
- Artistic, administrative, and personnel decisions are made using DE&I best practices.
- We encourage diversity of thought, gender, culture, appearance, ability, and background.

## **Theatre 121 believes in Collaboration.**

- We believe in open communication.
- We believe everyone has opinions and ideas of value.
- We believe that every individual has talents that are vital to making our shows a success.
- We can depend on one another when we need support.
- We believe in seeing the best in everyone.
- We share resources, ideas, and information amongst each other.

## **Theatre 121 believes in Communication.**

- Theatre 121 keeps lines of communication open for all participants.
- The Board of Directors are accessible and available to help.
- We believe in open communication for all team members.
- We are respectful and professional with each other, especially in times of stress.
- Disagreements can be expressed without fear of repercussions.

## **Theatre 121 believes in Respect.**

- We respect everyone.
- We respect all ideas.
- We respect the feelings of our team members.
- We respect the vision of our productions.
- We respect each other's life circumstances.
- We use respectful language when talking to or about others.
- We respect the time of others by keeping meetings and rehearsals to their set schedules.
- We respect the bodies of others. Sexual harassment, unwanted romantic or sexual advances, and body shaming are prohibited.
- We set clear boundaries based on our comfort level and those boundaries will be respected.

## **REHEARSAL AND PERFORMANCE RULES**

- Closed toe shoes are required at The Woodstock Opera House for move in, tech week, and backstage when not in costume.
- Closed toe shoes are required at SARA for all build days, rehearsals, clean out days, and move in/load outs.
- No Smoking
- Drug and alcohol use are prohibited during rehearsals, build days, and performances.
- Arriving to Theatre 121 rehearsals, build days, and performances while intoxicated is prohibited.
- Violence and discussion of violent acts are prohibited at rehearsals, performances, and other Theatre 121 events. Weapons are not allowed on the premises of SARA or the Woodstock Opera House.
- Language must be appropriate around children, including awareness of language and inappropriate subject matter. Sensitivity must be taken around all members of the production team.
- Everyone must do their best to be on time for every rehearsal.
- Directors, Choreographers, and Music Directors must do their best to ensure rehearsals do not run longer than their established end time.
- Unexcused absences will not be allowed unless there is an emergency, multiple unexcused absences will be dealt with at the discretion of the director and production coordinator.
- All food must be properly disposed of or stored at the end of rehearsals.
- Performances regarding violence and intimacy will be coordinated and monitored by the Artistic Director with respect to the safety and comfort of the performers.

**I have read the Theatre 121 Code of Conduct and have received a copy for my personal retention. I understand that violating this Code of Conduct and the Rehearsal and Performance Rules can result in actions up to and including removal from a production at the discretion of the Production Team and/or the Theatre 121 Board of Directors.**

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| <b>PARTICIPANT SIGNATURE</b>                 | <b>DATE</b> |
| <b>PRODUCER OR EXECUTIVE BOARD SIGNATURE</b> | <b>DATE</b> |

**A COPY WAS EMAILED FOR PERSONAL RETENTION TO (EMAIL) \_\_\_\_\_**