

Member Code of Conduct 2025

Member Mission Statement

Our member mission is to foster creativity, diversity, and inclusion through theatrical expression while providing a positive and safe environment for all members, volunteers, and audiences.

Core Values

- **Respect:** Treat everyone with kindness and dignity, regardless of their role, experience, background, or identity.
- **Inclusion:** Foster an environment that is welcoming to people of all races, ethnicities, genders, sexual orientations, religions, and abilities.
- **Collaboration:** Work together as a team, supporting each other creatively and personally.
- **Integrity:** Be honest and transparent in your interactions, and represent the group positively in public.
- **Commitment to the Arts:** Uphold the quality of our productions and ensure that all performances inspire, educate, and entertain.

Code of Conduct Guidelines

1. Respectful Behavior

- Treat all members, volunteers, staff, and audiences with respect.
- Bullying, harassment, or discrimination of any kind will not be tolerated.
- Be mindful of others' time, efforts, and contributions. Everyone is here to make the best production possible.
- Members should respect the privacy of other members, keeping sensitive information (personal or artistic) confidential.
- Respect for the theater's property and each other's property, costumes, sets, and other materials is essential.
- Members should clean up after themselves and treat spaces and resources with care.

2. Inclusive Environment

- Support and respect the identities, cultures, and perspectives of others.
- Members should promote inclusivity and respect for diversity in race, gender, sexual orientation, ability, and background.
- Promote an inclusive space, ensuring that everyone has the opportunity to contribute and participate without fear of judgment or exclusion.
- Supporting a safe space where everyone feels welcome is essential.
- Be aware of and address any behavior that could be seen as exclusionary or discriminatory.

3. Professionalism and Commitment

- Arrive on time for rehearsals, performances, and meetings.
- Notify directors or team members in advance if you are unable to attend rehearsals or performances.
- Uphold the artistic integrity of the production by memorizing lines, following direction, and preparing fully for your role.
- Professional behavior during these events, including, but not limited to, following direction from artistic and administrative leadership, is vital.
- Theater often requires close collaboration, so members should be willing to work constructively with others.
- Take responsibility for your role and respect deadlines for production needs such as costume needs, program requirements, set completion, or technical aspects.
- Members are encouraged to be open to feedback and actively engage in learning opportunities, whether in acting, directing, or other roles within the theater.
- Members should align with the nonprofit's mission, supporting the theater's artistic goals, community outreach, and educational initiatives.
- Attendance at meetings, rehearsals, and performances should reflect this commitment.

4. Communication

- Communicate openly and respectfully with your peers, directors, team members, staff, volunteers, and audiences.
- Bring any concerns about your role, production process, or team dynamics to the appropriate person (Director, Executive Director, Artistic Director, Stage Manager) in a constructive manner.
- Avoid spreading gossip or engaging in negative talk that could undermine the group's morale or reputation. Be mindful of social media posts
- Avoiding offensive language, harassment, or behavior that creates a hostile environment is crucial.

5. Safety and Well-being

- Follow safety protocols during rehearsals, set building, and performances to prevent accidents.
- If you feel unsafe or uncomfortable in any situation, immediately inform a director or leader of the group.
- Respect personal boundaries and understand that consent and comfort come first in physical interactions, especially in scenes involving intimacy or combat.

6. Alcohol and Substance Use

- Alcohol or drug use during rehearsals, performances, or any official theater group event is strictly prohibited.
- Members who are under the influence of alcohol or drugs may be asked to leave and may face disciplinary action.

7. Conflict Resolution

- In the event of conflict, seek resolution through direct and respectful communication with the person involved.
- If a resolution cannot be reached, bring the matter to the attention of the Executive Director, Artistic Director, or President for mediation.
- Strive to maintain a positive and cooperative atmosphere even when disagreements arise.

8. Representing the Theater Group

- Members are ambassadors of the group and should maintain a positive and professional image at all times when representing the group, whether in public or on social media.
- Do not engage in any behavior that could damage the reputation of the theater group, both on and off the stage.
- Members should avoid conflicts of interest, dishonesty, or behavior that could reflect poorly on the theater.
- Ethical conduct should extend to fundraising activities, community outreach, and relationships with donors and patrons.

Consequences of Violating the Code of Conduct

- Members who violate the code of conduct may be subject to disciplinary actions, which could include verbal warnings, suspension from a production, or removal from the group.
- In cases of severe misconduct, such as harassment, discrimination, or behavior that threatens the safety of others, immediate removal from the group may occur and authorities may be notified.
- Consideration for future casting will not be possible.

Acknowledgment

By becoming a member of Musicals at Richter, you agree to adhere to this Code of Conduct. Together, we can create a vibrant, supportive, and creative community where theater can thrive.

Print Name

Signature (Parent or Guardian for minors)

Date