

## **Policy**

BROS TC and its officers expect all those participating in a show in whatever capacity, i.e. cast, production team, creative, technical, backstage teams to recognise that each individual has a right to be in an environment which encourages respectful, considerate, dignified and non-sexualised working relationships.

It is expected that every participant treats their fellow BROS TC members with dignity and respect and we are opposed to harassment and bullying in any form.

Every participant is responsible for their own behaviour in this regard and any threatening, aggressive, bullying behaviour, harassment or unwanted sexual attention, language or behaviour is not acceptable and will not be tolerated by the BROS TC officers.

Conduct or comments become harassment when they are unwelcome to others or make others feel uncomfortable or threatened, even if they are intended as a joke. Intention is not the same as impact.

This policy on harassment and bullying applies to all participants of BROS TC productions during all rehearsals and subsequent performances at all rehearsal and performance venues.

It is the responsibility of BROS TC through its trustees and other committee members, Directors, Musical Directors, Head Choreographers, Production Managers, Company Managers, Technical Managers, Stage Managers and Assistant Stage Managers to ensure this policy is upheld and clearly communicated to everyone.

We ask everyone involved in a BROS TC production to consider the impact that their actions or comments may have on others and to take responsibility for their own behaviour.

## **Definitions**

**Harassment/Bullying:** behaviour that is offensive, intimidating, humiliating or hostile which interferes with an individual's work, which causes stress, anxiety, fear or sickness on the part of the harassed person. Types of harassment can be based on age, sex, race, disability, sexual orientation, gender re-assignment, ethnic or national origins, religion or belief, sexual nature.

**Sexual Harassment:** any unwanted conduct of a sexual nature, or other conduct based on sex, affecting the dignity of individuals which can include unwelcome physical, verbal or non-verbal conduct whereby the behaviour is inappropriate, offensive or distressing for the recipient and as such, creates an intimidating, hostile, humiliating or sexualised working environment for the recipient.

## **Actions to take in the instance of bullying, harassment or sexual harassment**

This policy is endorsed and supported by the BROS TC trustees and other committee members, who undertake to support the current production team in managing cases which may result in cautions and/or removal from the current production.

The trustees and other committee members recognise that experiencing harassment can be complex and that thoughts and feelings around a particular incident may change during the reporting process.

The procedure for reporting is outlined below. Cases will be taken seriously and treated sensitively.

1. If you feel comfortable doing so, we encourage you to firstly directly address your concern with the individual(s) involved. Call it out straight away, even if it is awkward to do so. Don't feel shame. Use this language – “That is not appropriate – it makes me feel uncomfortable”. This helps to foster an honest and open community and is often the fastest path to a resolution.
2. Empower yourself and others. No one is alone. Everyone has a responsibility to stand up for each other, to call behaviour out and report it. Do not be a bystander. We encourage everyone to report instances of sexual harassment and/or bullying and encourage their peers to do the same. Peer to peer support will help to create a culture where inappropriate sexual behaviour or language, or bullying behaviour is unacceptable and can be challenged either in the moment or through a more formal reporting procedure.
3. Incidents of bullying, harassment or sexual harassment should in the first instance be reported verbally, or in writing by email, to the Production Manager or Company Manager or Stage Manager or anyone else involved with the production that you trust.
4. The Production Manager or Company Manager or Stage Manager or trusted BROS member will share the information with the chair, deputy chair, secretary or treasurer (if available in the first instance) and/or any other available committee member, and this group will discuss what action should be taken.
5. Two members of the committee will meet informally with the complainant in a safe, confidential environment to talk more about the events and to assess how they feel. This is an informal, gentle meeting and must be approached with sensitivity and a bespoke response.
6. The two committee members will meet the person against whom the complaints/reports are brought. Again, this must be a safe, confidential environment.
7. The two committee members will discuss the outcomes of these meetings and include the production manager/company manager/stage manager in that conversation.
8. Actions are agreed and communicated to both parties.