

GENOA CIVIC THEATRE

CODE OF CONDUCT

PURPOSE

Genoa Civic Theatre is committed to fostering a welcoming, inclusive, safe and respectful environment for all participants. This Code of Conduct establishes expectations for behavior and professionalism among all individuals involved with the theatre. By adhering to these standards, we strengthen our organization, support one another, and ensure a positive experience for performers, volunteers, patrons and guests.

1. SCOPE OF APPLICABILITY

This applies to all members and guests of Genoa Civic Theatre Regardless of their position.

- Board Members
- Volunteers
- Cast Members
- Crew Members
- Directors and Production Staff
- Contractors and Vendors
- Patrons and Guest

This Code applies during rehearsals, performances, meetings, special events, volunteer activities, and any interactions representing Genoa Civic Theatre.

2. CORE VALUES AND PRINCIPLES

Genoa Civic Theatres' core values are that of principle, integrity, honesty, and innovation. We use teamwork as our primary focus in all aspects of the theatre. We believe that a successful theatre is built through collaboration, mutual support, and a shared commitment to creating high- quality productions and experiences for our community.

3. PROFESSIONALISM

Members and guests are expected to always conduct themselves in a professional manner.

Professional behavior includes:

- Being respectful and courteous to one another
- Demonstrating reliability and accountability
- Arriving on time and prepared for commitments
- Communicating honestly and constructively
- Supporting a positive and productive environment

Every participant plays a role in maintaining the reputation and success of Genoa Civic Theatre.

4. RESPECT, INCLUSION AND ANTI-HARASSMENT

Genoa Civic Theatre values diversity and is committed to fostering an inclusive environment where all individuals feel welcomed, valued and are treated with respect. Harassment, discrimination, bullying, intimidation or any form of abusive behavior will not be tolerated. This includes conduct based on race, color, religion, sex, age, disability, national origin, sexual

orientation, gender identity, or any other protected characteristic.

All participants are expected to treat others with dignity and respect and to contribute to an environment free from hostility and exclusion.

5. INTEGRITY AND ETHICS

Members and guests must act with honesty, integrity and fairness in all theatre-related activities.

Participants should:

- Avoid conflicts of interest that may negatively impact the theatre
- Respect theatre property and resources
- Honor commitments made to productions and events
- Act in the best interests of Genoa Civic Theatre and its mission

Unethical behavior that damages the organization, its members, or its reputation may result in corrective action.

6. REPRESENTATION OF THE THEATRE

Individuals associated with Genoa Civic Theatre are ambassadors of the organization.

When representing the theatre in public settings, at community events or on social media, participants are expected to communicate respectfully and responsibly.

While Genoa Civic Theatre respects individual freedom of expression, behavior or communications that intentionally harm the theatre, its members, volunteers, patrons, sponsors, and community relationships may be reviewed by theatre leadership.

7. REPORTING CONCERNS AND ACCOUNTABILITY

Anyone who experiences or witnesses conduct that violates this Code is encouraged to report concerns to a member of the Board of Directors. Reports will be reviewed promptly, fairly and confidentially whenever possible. Violations of this Code of Conduct may result in corrective action.