

# Code of conduct

## Key principles

- We are committed to maintaining an environment free from discrimination, victimisation, harassment and bullying. This Code of Conduct sets out both the behaviour that we expect from our members and volunteers, and behaviour that is not acceptable and could lead to disciplinary action.
- All volunteers and members must be respectful of the theatre's premises and property. Please help to keep the theatre's appearance clean, tidy and professional.
- Volunteers and members are expected to:
  - be polite, courteous and respectful towards one another and to audience members / visitors to the theatre; and
  - to honour all commitments they have made to TADS.

## Discrimination

- We aim to ensure that all members and volunteers who provide services to TADS receive equal treatment irrespective of:
  - gender (including gender reassignment)
  - marital or civil partnership status
  - sexual orientation
  - race, colour, ethnic or national origins
  - religion or belief
  - pregnancy
  - disability
- All our casting decisions will be made without favouritism or discrimination other than where there is a genuine requirement to do so for artistic reasons.
- There are two broad forms of discrimination under UK legislation: direct and indirect discrimination. Direct discrimination generally constitutes less favourable treatment because of one or more of the characteristics listed above.
- Indirect discrimination generally occurs where a provision, criterion or practice which may appear neutral and apply equally to all, in fact

inadvertently puts a group of people who share one or more of the characteristics listed above at a disadvantage in comparison with others.

- Discrimination may also occur as a result of victimisation, harassment or bullying.
- If you consider that you are disabled within the meaning of the Equality Act 2010 and that this prohibits or limits your involvement at TADS, please speak to any member of our Committee who will discuss with you whether there are any adjustments that could reasonably be made to our premises and/or facilities that would enable you to participate as you would like.

## **Harassment**

- Harassment generally consists of unwanted conduct (based on one or more of the above characteristics) which has the purpose or effect of:
  - violating a person's dignity; and/or
  - creating an intimidating, hostile, unsafe, degrading or offensive environment.
- It is irrelevant whether the alleged harassment is intentional or not.
- The following are examples of harassment. This list is intended as a guide and is not exhaustive:
  - physical conduct – unwanted touching, patting, pinching, assault, coercion for sexual favours or physical threats;
  - verbal conduct – unwelcome advances, critical nicknames, innuendo, insults or abusive language;
  - non-verbal conduct – the display or sharing of pornographic or suggestive pictures, offensive or abusive gestures, objects or written material (other than in connection with a production for artistic purposes);
  - bullying – offensive, intimidating, insulting, humiliating or demeaning behaviour which attempts to undermine an individual.

## **Complaints procedure**

If you think you have been a victim of any form of discrimination, victimisation, harassment or bullying and would like to make a complaint, please follow our grievance procedure. You can find it on TADS web site or if you just want someone to talk to, please contact a member of the Committee.

Failure to comply with the code could result in sanctions under the theatre disciplinary policy.

TADS Theatre Group  
November 2019