



**Bakersfield Community Theatre**  
P.O. Box 1283, Bakersfield, CA 93302

### **BCT Anti-Harassment and Discrimination Policy – DRAFT 4**

Bakersfield Community Theatre (BCT) is committed to providing a performing arts community where people can work and learn with respect, dignity, and freedom from harassment and discrimination.

**BCT Code of Conduct** (Applies to performers, technicians, board members, and anyone associated with BCT in any production capacity or BCT activity.)

1. Act responsibly at all times towards production staff and audience members.
2. Perform duties with professionalism, impartiality, and integrity.
3. Treat all people with respect, dignity, fairness, and proper regard for their rights.
4. Harassment, bullying, physical, sexual, verbal, and/or mental abuse, or discrimination of any person by others is never acceptable.
5. Be mindful of language, tone of voice, and body language when speaking to others and maintain a “swear free” zone in all activities involving youth participants.

Productions at BCT encourage free expression and creative experimentation during rehearsal processes. Occasionally, performers explore challenging concepts and ideas in ways that might make others uncomfortable. Such conduct generally does not constitute harassment. Production directors and BCT board members have the responsibility to monitor and manage such creative methods to lessen the discomfort of others.

If an immediate situation arises, contact a board member immediately and do not take action yourself. This is to ensure your personal safety. BCT will not be liable for any action an individual chooses to take individually.

#### **Complaints**

Any person may file a complaint against another person whom they believe has violated this policy. A written and signed complaint is required and may be given to any BCT Board Member. Alternatively, a complaint sent from a personally-identified email will be acceptable, and may be sent to the Executive Director at [executive.director@bakersfieldcommunitytheatre.org](mailto:executive.director@bakersfieldcommunitytheatre.org).

When a complaint is received, the matter will be promptly and thoroughly investigated by designated BCT Board Members. The results of the investigation will be discussed with those individuals involved.

Circumstances of the complaint may require the disclosure of the identity of the person complaining. Attempts will be made to maintain confidentiality to the greatest extent possible with the goal of protecting the complainant from harm or any type of retaliation.

#### **Consequences**

The consequence for someone found to have violated the BCT Code of Conduct can vary depending upon the severity of the breach reported and the number of previous complaints, if any, against the same individual. Consequences can range from a written warning, removal from the current production, or other measures up to and including a ban on participating at BCT for either a short term or long term.

Reporting incidents of harassing behavior is not intended to impair, replace, or limit the right of any individual to seek a remedy under available state or federal law.

BCT will not retaliate against any person for making a complaint in good faith or for providing truthful information in connection with an investigation under this policy, including decisions affecting casting for performance opportunities at BCT.

Approved by BCT Executive Board (Date)  
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