

Code of Conduct

Lyric Theatre is committed to ensuring a welcoming environment that respects the dignity of all community members. We have adopted this Code of Conduct to safeguard the well-being of our participants and to create an environment free of discrimination and harassment.

All cast and crew members, musicians, volunteers, staff members, and the Board of Directors of Lyric Theatre agree to abide by this Code of Conduct:

- Honor the commitments that you have made to Lyric Theatre.
- Be respectful to all persons involved in productions or activities of Lyric Theatre.
- Be on time or contact the appropriate individual(s) if you cannot be on time.
- Dress appropriately for the activity.
- Do not be in any state of intoxication at rehearsals, performances, or other company meetings, appointments, or activities.
- Refrain from conduct that is not fair or equitable, and/or that may reasonably be interpreted as **harassment**, which is defined as any perceived hostile or unwanted conduct, comments, actions, messages, or gestures that affect an individual's dignity or psychological or physical integrity and that results in a harmful work environment for the individual. Harassment includes a wide variety of unacceptable behaviors, ranging from actual physical assault to “micro-aggressions.” **Discrimination** is a form of harassment based on race, ethnicity, sex, color, disability, sexual orientation, gender identification, age, or any other status protected by law.
- Respect every person’s personal boundaries on and off stage. All production areas are considered professional spaces where participants must behave in a professional manner.
 - o Onstage touching (including affectionate touching, dancing, and combat) will be carefully blocked with a director, choreographer, or stunt coordinator in consultation with the cast members involved to ensure their comfort and safety.
 - o Dressing rooms and backstage areas are shared professional spaces where participants must observe a respectful degree of modesty and consideration for others.
 - o Keep conversations respectful and recognize that personal comments, even if intended as complimentary, can be perceived negatively.
- And finally: Do the right thing. Ask yourself:
 - o Does what I am doing comply with the Lyric Theatre guiding values and Code of Conduct?
 - o Would I feel comfortable saying or doing this in front of any individual, regardless of age, gender, sexual orientation, race, or ethnicity?
 - o Could my actions cause harm, either physically or emotionally, to someone else?
 - o Could my actions harm the production I’m involved in or Lyric Theatre’s reputation?
 - o Could my actions cause a financial risk and/or legal risk to Lyric Theatre?
 - o Is this the right thing to do?