



# VAGABOND PLAYERS

## Code of Conduct

This Code of Conduct is designed to clarify Vagabond Players Inc. expectations on how members, performers, production staff and all volunteers must conduct themselves whilst involved in the activities of the company. By following this Code of Conduct, your reputation, and the brand and reputation of Vagabond Players Inc., will be upheld and protected.

Everyone has the right to participate in an environment that is physically and emotionally safe. Vagabond Players Inc is firmly committed to providing a safe space to all members, performers, production staff and volunteers.

### **Aim**

Vagabond Players Inc. is committed to ensuring the integrity and highest ethical standards in respect of our members, our staff and our volunteers. Underlying this commitment is the need for Vagabond Players Inc. to ensure that all persons contributing to the success of Vagabond Players Inc. act with dignity, honesty, integrity and with respect towards others.

### **How Does the Code of Conduct Apply To You?**

Every member, performer, production staff and volunteer of Vagabond Players Inc. is expected to perform their role in accordance with this Code of Conduct.

Vagabond Players Inc. will provide every member, performer, production staff and volunteer with a copy of this Code, where requested. If anyone has a question on the Code they should consult a member of the Vagabond Players' Board of Directors or one of the production's Producers. A copy of the Code of Conduct can be found on the company's website at [www.vagabondplayers.org](http://www.vagabondplayers.org).

This Code may be amended from time to time, where necessary Changes of the Code will be expected to be adhered to. This document is not designed to be exhaustive, but all involved in Vagabond Players Inc. activities will be expected to uphold both the letter and spirit of the Code.

### **In addition to complying with the above, all are expected to:**

- treat everyone with dignity and courtesy;
- be fair, considerate, and honest in all dealings with others;
- refrain from any behavior which may bring Vagabond Players Inc. into disrepute;
- display control, respect, and professionalism in all activities;
- observe proper meeting conduct and protocols;
- be courteous in dealings with other Vagabond Players Inc. people;
- control their temper: verbal abuse of others in the course of Vagabond Players Inc. activities is unacceptable; and
- not behave in any manner, or engage in any activity, whilst on Vagabond Players Inc. business which is likely to impair positive public perception of Vagabond Players Inc. and its members

## **Discrimination, Sexual Harassment and Bullying**

Members, performers, production staff, and volunteers are expected to respect the rights, dignity and worth of others regardless of their gender, ability, cultural background or religion or of their physical or psychological disabilities.

Vagabond Players Inc. will not tolerate discrimination. Discrimination is any behavior or practice which reflects an assumption of superiority of one group (or individual) over another or disadvantages people on the basis of their real or perceived membership of a particular group and includes such behavior as less favorable treatment, unfair exclusion and asking discriminatory questions.

Vagabond Players Inc. will not tolerate sexual harassment. Sexual harassment is any unwanted, unwelcome or uninvited behavior of a sexual nature which makes a person feel humiliated, intimidated or offended.

Equally, Vagabond Players Inc. will not tolerate bullying. Bullying is behavior that intimidates, offends, degrades, insults or humiliates another person. Bullying can be physical or psychological.

Examples of bullying include:

- aggressive or frightening behavior;
- threats of assault against a colleague or damage to their property or equipment;
- rude comments;
- standing in someone's way or deliberately blocking their path in an intimidating manner.

If anyone feels they have been discriminated against, bullied or harassed in any way they should immediately contact one of the production's Producers or a member of the Vagabond Players Inc. Board of Directors in the first instance for immediate and confidential assistance.

The Vagabond Players, Inc. reserve the right to deny participation and/or membership to any person on the national or Maryland State registry of sex offenders (tier levels 1, 2, and 3). In addition, The Vagabond Players, Inc. reserve the right to deny participation and/or membership to any person who has been charged or convicted of a crime involving sexual abuse but is not on a sex offender registry.

## **Health and Safety**

Members, performers, production staff and volunteers are asked to take responsibility for their own health and safety, ensuring that their actions do not risk the health and safety of others. All are required to take reasonable care at all times by following all lawful instructions from those in authority at Vagabond Players Inc. in its efforts towards providing a healthy and safe environment.

All hazards, accidents or injuries must be reported to the Vagabond Players Inc. representative in charge of the activity. Incident report forms are required to be completed and forwarded to the Producers.

## **Grievances**

If anyone has a grievance or feels that they have been unfairly treated they are encouraged to raise this issue with the production's Producer or any member of the Board of Directors for immediate and confidential assistance. The Board of Directors of Vagabond Players Inc. is committed to uphold both the letter and spirit of this Code and the mediation and resolution of any grievance in an expeditious manner with transparency of the process.