CAU  **Sexual Harassment Policy**

Creative Action Unlimited (CAU) will not tolerate sexual harassment in any shape or form. CAU’s culture is based on mutual respect and collaboration. Sexual harassment is a serious violation of those principles.

This policy applies to every person at CAU regardless of gender, sexual orientation, level, function, seniority, status or other protected characteristics. Everyone interacting with our company is covered by the present policy.

 No one has the right to commit sexual harassment. We will not allow further victimization of harassed individuals. We will fully support anyone who is sexually harassed and will not take any adverse action against them or allow others to retaliate against them.

**Sexual Harassment as it pertains to Creative Action Unlimited**

**The Goal**

We seek to understand sexual harassment as it pertains to the theatre, provide procedures to prevent it, and outline recourse when it occurs. We recognize the potential for harassment in rehearsal, during performance, and outside the theatre among participants, staff, board, and audience members. We acknowledge theatre environments can court confusion about the difference between chemistry, artistic freedom, and harassment; we believe participants can be bold and live "in the moment" of theatrical material while maintaining choreography, fellow participants' safety, and agreed-upon boundaries.

**The Standard**

Clear boundaries should be established and agreed upon among all participants involved, both in rehearsals and performance, particularly in scenes depicting violence, sex, and intimate contact,

**Sexual Harassment in a Theatrical Workplace:**

In a theatrical context, harassment can be additionally defined as one or a series of comments or conduct of a gender-related or sexual nature outside the boundaries of consent or production content, which is known or ought reasonably to be known to be unwelcome/unwanted, offensive, intimidating, hostile, or inappropriate. It is worth noting that the higher the emotional/sexual risk a production asks of its artists, the greater the diligence of each member of production and artistic staffs is needed to foster an environment of emotional safety.

Sexual harassment includes but is not limited to:

* Unwelcome remarks, jokes, innuendoes, or taunts about a person's body, attire, gender, or sexual orientation outside the boundaries of consent related to production content;
* Negative stereotyping of race, gender, gender identity, religion, color, national origin, ancestry, marital status, sexual orientation, ability, or other status protected by law outside the boundaries of consent related to production content;
* Any unwanted or inappropriate physical contact such as touching, kissing, massaging, patting, hugging, or pinching outside the boundaries of consent related to production content;
* Inquiries or comments about a person's sex life or sexual orientation outside the boundaries of consent or production content; Leering, whistling, or other suggestive or insulting sounds outside the boundaries of consent related to production content;
* Inappropriate comments about clothing, physical characteristics, or activities outside the boundaries of consent related to production content;
* Posting or displaying materials, articles, or graffiti that is sexually oriented outside the boundaries of consent related to production content;
* Requests or demands for sexual favors, especially those that include, or imply, promises of rewards for complying (e.g., job advancement opportunities) and/or threats of punishment for refusal (e.g., denial of job advancement or opportunities) outside the boundaries of consent related to production content;
* Attempting to engage in sexual behaviors offstage that are choreographed for the stage;
* Suggesting an actor who appears naked onstage or in rehearsal is not allowed physical boundaries and/or privacy backstage or in the dressing room and/or not respecting those boundaries;
* Intentional failure to observe the standards laid out in this document when in dressing room areas;
* Inviting an actor to rehearse sexual content outside of scheduled rehearsals;
* Repeated invitation / suggestion to take relationships of a sexual nature beyond the stage;
* Using the text of a production that is sexual, violent, threatening, or offensive in offstage discourse;
* Improvising sexual content without expressed consent.

**Participants Have the Right to be Free From:**

* Sexual solicitation or advances made by a person in a position to confer, grant, or deny a benefit or advancement outside production content;
* Reprisal or threat of reprisal for the rejection of a sexual solicitation or advance where the reprisal is made by a person in a position to grant, confer, or deny a benefit or advancement outside production content.
* Any of the behaviors outlined here have the potential to create a negative environment for individuals or groups. It should be noted that a person does not have to be a direct target to be adversely affected by a negative environment.

**Harassment Complaint Procedure**

We encourage all members of CAU to report any lack of mutual respect or harassment immediately to the Artistic Director in person or at [msmichaelkennedy@gmail.com](mailto:msmichaelkennedy@gmail.com) or 518-496-4992. If the individual making the allegation is more comfortable speaking to a CAU representative other than Michael, they are encouraged to contact CAU Board member Eleah Peal at [eleahjayne@gmail.com](mailto:eleahjayne@gmail.com).

All allegations of harassment will be promptly and thoroughly investigated, treated in a confidential manner, and information pertaining to the investigation will be shared only with appropriate individuals on a need to know basis. After reviewing the complaint, the Artistic Director and/or Eleah Peal will determine the appropriate level of corrective response, which may include, but is not limited to education, an apology, documentation of formal or informal coaching, removal of the alleged perpetrator from involvement at CAU, or other corrective action. The complainant and the subject of the investigation will be informed, where appropriate, of the findings of the investigation.