

Quinte Little Theatre is committed to creating safer, more inclusive, respectful spaces where everyone can experience community theatre.

Members of QLT have a duty to conduct themselves professionally and to treat members of the public and one another with kindness and respect, free from discrimination and harassment of all forms, including bullying or violence.

All members are expected to adhere to the Code of Conduct.

Expectations:

All members, volunteers, patrons, employees, and visitors must:

- Act with honesty, integrity, respect and in good faith.
- Respect individual beliefs of others.
- Respect the privacy and personal space of others.
- Be fair and considerate.
- Exercise professionalism in all activities representing the organization.
- Adhere to all policies and procedures.

Zero Tolerance:

QLT has zero tolerance for:

- Physical, verbal, or sexual assault or misconduct
- Any unwarranted behavior towards other members, volunteers, patrons, employees, or visitors, including behavior that is unauthorized by law.
- Malicious gossip, rumors or behaviors creating a toxic environment.
- Violation of the anti-harassment, discrimination, code of conduct and substance abuse policy
- Intoxication of any kind while representing the organization, including but not limited to, rehearsals, productions, community events, etc.
- Bullying or another other attitude or behavior that may be perceived discriminatory or that contradicts the Canadian Charter of Rights and Freedoms or the Ontario Human Rights Code

Reporting:

Members and volunteers are encouraged to report any incidents to any member of the executives. Matters will be resolved in a thorough and timely manner, and the parties will benefit from the principles of natural justice.

Violations of Code of Conduct:

Anyone who violates this Code of Conduct is subject to disciplinary action, up to, and including termination of membership and/or reporting to legal authorities, if applicable.

Artists tell the stories of our time through courageous acts of creativity that require vulnerability, honesty, sacrifice, and talent. It is our shared responsibility to create safe spaces for artists to create.

By signing this, you agree to adhere to the Code of Conduct as outlined by the QLT Executives.

Print Name: _____

Sign Name: _____

Date: _____