

FUZION **PERFORMER POLICIES AND PROCEDURES**

Christopher H. Cherry, Director

ALL performers booked at BG FuZion are expected to adhere to the following policies:

1. PROFESSIONALISM

- A. Be on time!** Being late for rehearsal, final rehearsal or show may result in reduction of the booking fee.
- B. Comply with all contractual expectations as agreed upon at booking** (turning in music, number of performances, production number, call back, mic usage, etc.) Standard requirement: 1 production number, 4 solos, 1 call-back.
- C.** Although, appropriately, the performer onstage is THE STAR, **BG FuZion is not about any one performer.** BG FuZion is about community; keep your competitiveness in check!
 - i. BG FuZion has NO requirements for your style of drag or your drag character – we strive for a variety and a true representation of our community. So be true to YOU – that is why you are booked.
 - ii. Display an attitude of welcome and inclusivity for ALL performers booked, regardless of their experience, performance style, gender identity or any other factor. You may not understand or like someone else’s drag, BUT the Director values EACH performer for their art and expects each performer to show respect for and acceptance of ALL others!
 - iii. Passing judgement on others and/or comparing each other’s styles/performance are not inclusive attitudes and not acceptable behavior backstage. Don’t force your drag on someone else without their request. Criticizing someone’s outfit or appearance instead of providing active support or immediately helpful solutions/alternatives brings others down and makes you look foolish.
- D. Be actively helpful** to and supportive of other performers backstage-ESPECIALLY whoever performs next! Whichever performer is next in the Set List should get others’ support and attention.
- E. Empower your fellow artists.** Encourage and celebrate other performers’ growth and artistic risks!
- F. Keep your personal feelings out of the backstage!**
 - i. At a show, your focus must remain on the show. During a show, performers are expected to keep their **focus on the needs and interests of the patrons** and/or preparing to connect with the patrons.
 - ii. Although supportive of and sensitive to personal mental health, being “in your feelings,” or other personal issues distract a performer from focusing on the patrons and do not belong at BG FuZion. Compartmentalize your personal feelings and focus on your job.
 - iii. Deal with interpersonal issues with co-workers directly and privately with professionalism and respect.
 - iv. If the Show Director must mediate and/or settle any disputes, all parties will respect the Director’s decision.
- G. Behave as a representative of BG FuZion** with an attitude of acceptance, support, unity and building community.
- H. Only approved assistants are allowed backstage.** In order to maintain a professional environment backstage, only performers and those assistants approved by the Show Director will be allowed backstage.
 - i. Backstage Assistants must be approved by the Show Director before the show.
 - ii. Only a limited number of Backstage Assistants will be allowed per show as determined by the Show Director.
 - iii. Backstage Assistants must help ALL performers (focusing on the one performing next in the set list) in order to stay backstage during a show.
 - iv. Performers who desire a personal assistant should contact the Show Director to arrange accommodations.

I. Performers assume all liability for valuables and personal items.

- i. BG FuZion, the BG FuZion Show Director, the BG FuZion staff, BG FuZion performers and volunteers, Xclaim, Inc., and the owners of the property assume no liability for personal property. Performers who wish to secure valuables should see the Show Director to arrange accommodations.
- ii. Performers are responsible to fully pack and strike all personal items quickly at the end of a booking. As a children's theatre and rentable event space, any items left behind may quickly go missing.

2. POLISH

A. **Never break the illusion for the audience.** Remain in drag (costume, make-up, etc.) until dismissal of show AFTER the call-backs.

B. **Your look must always appear complete to the audience.**

- i. Although BG FuZion and the Show Director have no requirements about your style/character, our paying patrons have an expectation for complete, quality, artistic performance with attention to detail.
- ii. Prepare and Follow Through with professional-level make-up techniques, hair and costumes.
- iii. Stay committed to your performance! Your audience deserves your best effort throughout the full booking, including the call-backs. Don't let the audience perceive your performance as tired, lazy or sloppy.

C. **Expert-level lip synch performance is expected.**

D. **Exhibit performance diversity.** Many drag performers are known for signature looks, characters or songs. We applaud, celebrate and embrace their unique contribution to the art. Although BG FuZion welcomes those expertly-polished appearances to our stage, performers are expected to present new performance material and looks rather than recycling the same outfits, songs, and or movement patterns. Continually strive to improve your art and grow.

E. **Maintain proper hygiene.**

- i. Maintaining proper personal hygiene is required. At the end of a performance, most good performers have expended a tremendous amount of energy and are, at the very least, very sweaty. Patrons, other performers and staff should not be subjected to body odor, foul breath, alcohol/smoke smells, or other hygienic issues.
- ii. Maintaining proper drag wear hygiene is required. In addition to wigs and costumes, drag often requires layers, specialty undergarments, padding or other dedicated items for shape. When these items (especially lower layers) absorb sweat and then get stored in a confined space, they develop odors deep within the fabrics and fibers. Wigs, costumes, garments, undergarments, padding and other drag wear must be cleaned and free of odors. While some fabric refreshers and spray deodorizers are helpful, most sprays and perfumes do not cover the smell and only add another layer of scent.
- iii. All complaints are handled by the Show Director who is highly averse to these discussions and would prefer not to book performers with personal or drag hygiene issues.

F. **Alcohol consumption.**

- i. **Moderate your alcohol consumption.** First, and foremost, a booking at BG FuZion is a professional contract gig. You are expected to make the show and the patrons be your focus – NOT "partying" with friends. You are allowed to consume alcohol, BUT **during a booking you are not allowed to get drunk** or drink enough to get sloppy. Examples include: at the end of the show, greeting patrons with a loss of balance, slurred or sloppy speech, blurred vision, proclaiming "I'm so drunk!" and/or other obvious signs of extreme intoxication.
- ii. **Outside alcohol is not permitted.** It is illegal in Kentucky to bring alcohol into a public establishment, and more so to bring it into an establishment that serves alcohol.
- iii. Remember, at a booking, you are a representative of BG FuZion. We hope each performer has a good time following the assignment of the booking on its own. Any extra should be handled responsibly!

3. PERFORMANCE LIMITATION POLICIES

- A. BG FuZion encourages performers to explore their art openly in a non-biased, accepting atmosphere; however, **we do require performers to censor themselves**, their appearance and their performances in a few specific ways detailed below:
- B. Per KY Code of Ordinances § 130.04 NUDITY IN PUBLIC PLACES, **nudity is not allowed**. The law definitively prohibits exposing any part of the “pubic area” (defined as “anus, vulva, or genitals, or any simulation thereof”).
- i. The means not only can performers booked at BG FuZion not expose any part of their own groins, but also cannot expose the genitalia of prosthetics or costume pieces painted or treated to appear real.
 - ii. In order not only to comply with the law, but also avoid even the possible appearance of any impropriety, the following policy will be implemented:
No performer shall expose the front of their groin at any time. Leotards, bathing suits, panties and other costume bottoms must be wide enough at the bottom to fully cover the perineum and wide enough at the back to fully cover the intergluteal cleft (butt crack). G-Strings are not allowed, but bikini bottoms and leotard shapes are allowed. Cheeks, tops of thighs and other exposure is acceptable. Proper width for full groin coverage and security against slippage are key.
- C. The same law also prohibits “any female...to expose the portion of the breasts below a horizontal line across the top of the areola at its highest point or simulation thereof. This shall include the entire lower portion of the female breast, but shall not include any portion of the cleavage...provided the areola is not exposed in whole or in part.”
- i. This means that although cleavage may be shown, performers cannot expose the areolas, nipples or lower half of their breasts all the way around.
 - ii. In order to be fully inclusive and gender-neutral and also to avoid even the possible appearance of impropriety, the following policy will be implemented:
No performer shall expose nipples, areolas, or the lower half of the chest/breasts, regardless of gender, gender identity or onstage gender presentation. This policy also applies to undeveloped, pre-developed or “flat-chested” performers. Further Kentucky State Law prohibits topless dancing in establishments that serve alcohol; specific licenses and zoning permits are required. Although the law singles out “females” and some performers could present artistic and audience-target arguments, BG FuZion wishes to surpass minimum requirements and not provide the forum for such legal challenges to occur.
- D. **Distribution of or Use of Illegal Substances is prohibited on the premises.** Laws require the BG FuZion staff to remove anyone in violation of this policy from the premises and possibly report the incident to the authorities.
- E. **Lyrics and Content must be appropriate.**
- i. Lyrics may not include racial or ethnic slurs, even if the performer identifies as part of and/or an ally of the racial or ethnic group.
 - ii. Lyrics may not include overly-specific or graphic depictions of sexual acts. Although adult-themed songs including sexuality and language are acceptable, BG FuZion wishes for performers not to choose songs that rely heavily on language or graphically sexual lyrics. The paying BG FuZion audience enjoys a full range of adult entertainment, but is quickly turned off by songs that go overboard.
 - iii. Lyrics may not include overtly aggressive or threatening language against any group or persons.
 - iv. When in doubt, use the “clean” version.

4. PROMOTION AND TICKET SALES

- A. **All performers booked at BG FuZion are expected to promote their show.** Social media, word of mouth and any other outreach at your disposal should be implemented.
- B. **All performers booked at BG FuZion are expected to generate ticket sales for their show.** Should attendance fall below the “break-even” point, booking fees may be reduced.

5. PHOTOGRAPHY AND PROMOTION

- A. Professional photos shared with performers from BG FuZion must be credited to the photographer when posted, shared or distributed.
- B. BG FuZion photos that are edited must still credit the original photographer.
- C. BG FuZion performers may also submit photos to BG FuZion to post. The photographer credit for any photos must be included for them to be posted.
- D. BG FuZion performers are encouraged to share other photos and tag BG FuZion. Photos taken by performers, fans and others are a great way to promote individuals and BG FuZion. Be sure to tag performers, photographers and BG FuZion when posting or sharing.

6. POLICY AND PROCEDURE VIOLATIONS

- A. These policies have been implemented to **create a supportive environment where artistic freedom is encouraged**, not an environment of censorship, monitoring or “I gotcha.” The Show Director is averse to having to “police” performers and would prefer not to book performers who continually test the limits or whose behavior require continuous attention.
- B. **Be mindful of other’s stress level and mental health needs.** Be aware that your colleagues experience the same or more performance stress and emotional challenges as you. If you are too much “in your feelings” to focus on the booking expectations, or your stress level is too high to successfully perform within the BG FuZion Booking Guidelines or these Policies and Procedures, you should remove yourself from the BG FuZion booking rotation until a time when you are able to return. Those who add stress to others may not be booked in the future.
- C. **Liability for violations of any policies created to follow laws are solely the responsibility of the performer** and may lead to personal and/or legal repercussions. Public intoxication, illegal substances and other illicit activity puts BG FuZion at risk and will result in removal from the BG FuZion booking rotation and possible legal action.
- D. **Booking Fee Reductions.** Being late for rehearsal or show may result in reduction of booking fee. Being dismissed from a show by the Show Director or self will result in reduction of booking fee based on the amount of contract obligations completed and/or appropriate fines for lower performance polish.
- E. **Removal from Booking Rotation.** The ultimate recourse BG FuZion or its Director has to address policy violations is to **remove a performer from the booking rotation** for some allotted time and/or permanently, based on the severity and/or frequency of the violation.

7. PURVIEW OF DIRECTOR

- A. BG FuZion Show Director has final authority and oversight of the Booking Guidelines and Policies and Procedures.
- B. Booking Guidelines and Policies and Procedures are subject to change as deemed necessary by the Show Director.
- C. Performers may **mediate** grievances, address violations or request accommodations directly with the BG FuZion Show Director.
- D. Performers who are unsatisfied with how the Show Director handles a grievance may appeal to the Board of Directors of Xclaim, Inc.