

**WAIVER  
4COMMUNITY THEATRE  
CODE OF CONDUCT**

4 Community Theatre is a nonprofit, community-based volunteer organization dedicated to providing live entertainment to the community. In addition, 4CT provides a venue for those seeking both onstage and offstage opportunities. Participation in the organization's functions is a privilege and subject to the observance of the organization's rules and procedures.

The following are guiding principles for conduct expected from all 4CT participants. While we cannot address every issue or provide answers to every dilemma, they can define the spirit in which we intend to do business and should guide us in our daily conduct.

4CT is committed to maintaining an inclusive environment where everyone feels welcome and safe regardless of their age, race or ethnicity, gender identity or expression, sexual orientation, physical or mental ability, or other characteristics that make our participants and patrons unique. We expect all our participants and patrons to conduct themselves in ways that support this commitment, and to treat everyone with respect.

**Do the Right Thing**

Several key questions can help identify situations that may be unethical, inappropriate, or illegal.

Ask yourself:

- Does what I am doing comply with the 4 Community Theatre guiding principles and Code of Conduct?
- Would I feel comfortable saying or doing this in front of any individual regardless of age, gender, sexual orientation, race, or ethnicity?
- Could my actions cause harm, either physically or emotionally, to someone else?
- Could my actions harm the production I'm involved in or 4 Community Theatre's reputation?
- Could my actions cause a financial risk and/or legal risk to 4 Community Theatre?
- Is this the right thing to do?

The activities outlined below are **strictly prohibited**.

- Actual or threatened violence, bullying, or harassment (verbal, physical, or online/digital) of any patron or other participant connected to 4 Community Theatre.
- Sexual or gender-based harassment of any kind. This includes unwelcome advances, verbal or nonverbal conduct, and non-consensual touching.
- The use of abusive or offensive language toward or in the proximity of any patron or other participant connected to 4 Community Theatre. This includes language, references, and jokes that are sexual or racial in nature.
- Possession of dangerous, unauthorized, or illegal materials such as explosives, firearms, weapons, drugs, or other similar items on 4 Community Theatre's property and the property of our venues.
- Conduct endangering the life, safety, health, or well-being of any patron or other participant connected to 4 Community Theatre. This may include interaction beyond the theater property and will be handled at the discretion of the director or Board.
- Any conduct on or beyond the 4 Community Theatre property that could damage one's ability to fulfill one's obligation to the theater. This includes coming to theater functions under the influence of alcohol or drugs.
- Failure to follow any policy, procedure, or expectation as set by the 4 Community Theatre Board of Directors and/or the director of the show you are participating in. This includes behaving with disrespect toward production leaders or failing to meet commitments.

Any participant who violates this code is subject to discipline, up to and including removal from an existing production they are participating in and/or probation or barring from future involvement related to 4 Community Theatre.

Each of us is responsible for knowing and adhering to the values and standards set forth in this code and for raising questions if we are uncertain about the expectations at 4 Community Theatre. If you are concerned about whether the standards are being met or are aware of violations of the code, please contact one of the names listed on the information sheet provided to you.

All participants in each production must sign and date this form before starting work on the production. (Includes actors, directors, assistant directors, stage managers, technical operators, stagehands, and any other members of the production team.)

Volunteer Name \_\_\_\_\_

Volunteer Signature \_\_\_\_\_

Parent Signature if under 18 \_\_\_\_\_