



DIXON COMMUNITY THEATER PERFORMERS CONTRACT

Participation in Dixon Community Theater (“DCT”) activities is voluntary. DCT reserves the right to remove or dismiss any participant, volunteer, performer, production team member, or contractor at any time for behavior deemed unsafe, disruptive, inappropriate, or not aligned with DCT policies and expectations.

GENERAL RULES: BEHAVIORAL EXPECTATIONS

1. I will behave appropriately and respectfully at all times while participating in any DCT activity.
2. I will communicate respectfully with all DCT Board Members, Directors, and Production Leads and will handle disagreements in a constructive and professional manner. I will treat everyone with respect at all times.
3. I will conduct myself respectfully on social media and in public communications regarding DCT, its productions, volunteers, participants, audiences, affiliated venues, and community partnerships. Harassment, bullying, threats, trolling, defamation, disclosure of confidential information, or behavior that damages the reputation or safety of DCT or its participants may result in dismissal.
4. I will respect the privacy of participants and will not share confidential personal information, contact information, medical information, photographs of minors, or private concerns learned through DCT participation without permission.
5. I will not use discriminatory language, make discriminatory comments, or act in any way which could reasonably be interpreted as offensive toward any individual or group based on socio-economic status, religion, political affiliation, ethnicity, gender, disability, sexual orientation, or any other protected characteristic.
6. I acknowledge that DCT respects everyone’s opinions and beliefs, and in order to maintain a welcoming and safe space for all participants, volunteers, patrons, and performers, disruptive arguments or hostile discussions regarding sensitive or political topics are not permitted during DCT activities and events.
7. I understand and acknowledge that sexual harassment in any form will not be tolerated. If I encounter or witness any type of sexual harassment at any DCT activity, I will report it immediately to the Director or the DCT Board of Directors by calling (707) 903-8387. I also understand that retaliation against any participant, volunteer, or individual who reports concerns or participates in an investigation in good faith is prohibited.
8. I understand and acknowledge that harassment, bullying, verbal or physically aggressive behavior, intimidation, manipulative conduct, threats of violence, and any other action or behavior which could cause a reasonable person to feel unsafe may result in immediate dismissal from the activity, production, and/or future DCT activities.
9. I understand that rehearsals, performances, meetings, and events may be photographed or recorded by DCT for promotional, archival, educational, fundraising, website, or social media purposes.



10. I acknowledge that, on occasion, I may work alongside minors in a production. I agree to maintain appropriate boundaries. In these circumstances, I understand I may be required to attend an additional pre-rehearsal meeting or training regarding DCT policies and sign additional documentation regarding working with minors.

11. I understand that consistent attendance, punctuality, preparedness, and communication are important to the success of a production. Excessive absences, repeated tardiness, or failure to communicate may result in recasting, reassignment, dismissal from a production, or restrictions on future participation.

12. I understand that strike is an important part of the production process, and all cast, crew, and volunteers are expected to participate in strike following the final performance unless prior approval to miss strike has been granted by the Director, Producer, or Production Leadership Team.

13. I understand that DCT may request biographies, headshots, forms, or other promotional materials for programs, marketing, social media, or publicity purposes. I agree to submit requested materials in a timely manner to support production deadlines and promotional efforts.

14. In order to maintain a safe and productive rehearsal environment, guests at rehearsals or backstage areas should be limited and must receive approval from the Director or Production Leadership Team.

15. I will not attend any DCT activity under the influence of alcohol, marijuana or illegal drugs. I will not bring drugs marijuana, or alcohol to any DCT activity or use marijuana, alcohol or drugs at any DCT activity.

16. If during DCT activities I engage in any behavior or activity which constitutes a criminal offense, I may be dismissed from further DCT participation, an incident report may be filed with Dixon Community Theater, and authorities may be notified.

17. Assumption of Risk: I understand and acknowledge that participating in activities, rehearsals, and performances with Dixon Community Theater involves inherent risks found in all physical group activities including but not limited to bodily injury, illness, etc. I as the participant assume full responsibility for all such risks.

18 Hold Harmless and Indemnification: I agree to defend, indemnify, and hold harmless the Theater, its officers, directors, employees, agents, volunteers, and successors from and against any and all claims, demands, losses, damages, liabilities, costs, or expenses (including reasonable attorney's fees) arising out of or related to my participation and involvement in activities.

I the undersigned, acknowledge that I have read and agree to Dixon Community Theater's General Rules: Behavioral Expectations

SIGNATURE _____

NAME: _____ DATE: _____