

Little Theatre on the Bay (LTOB)

Participant Hold Harmless Agreement And No Tolerance Policy

Hold Harmless Agreement:

We (I) agree to hold harmless and indemnify Little Theatre on the Bay, (hereinafter referred to as LTOB), for the actions of any director or associates. Directors and associates are liable for their own actions. We understand that LTOB is a non-profit organization. We further understand that LTOB appoints volunteers from time to time to run its productions, maintain and manage activities in and out of the theatre main and/or performance premises.

We understand that LTOB uses diligence in selecting the people to fill those positions. We also agree to hold LTOB harmless for the actions of any of its volunteers. Volunteers are personally liable for their own actions. We do agree to notify LTOB should there be an incident which seems inappropriate so that LTOB may investigate the complaint. We understand that LTOB will dispense action based on the allegations, if there is any validity to the claim.

No Tolerance Policy:

Because of the inordinate amount of personal time spent volunteering to assist the community with productions, we maintain a no tolerance policy for those involved in theatre sponsored productions:

1. Insubordination to a Director or LTOB Officer may result in instant removal from the production.
2. We maintain a "Three STRIKES and you are OUT" policy for unexcused tardiness or absenteeism during rehearsals, meetings, or productions. "Unexcused" includes poor planning, excessive illness, family matters, unplanned for events, or any incident that causes one to miss or be late for a rehearsal. "Excused" absences are in advance and/or are either planned for or at the discretion of the Director.
3. LTOB reserves the right to remove an actor, singer, director, performer or stage crew, or a person who acts in a manner as to interfere with the flow of a production.

Participant Name _____
(Printed Name)

Participant Signature _____

Parent or Guardian Name _____
(Printed Name)

Parent or Guardian Signature _____

Date: _____