



## ANTI-HARASSMENT POLICY

3171 Main Street, P. O. Box 361  
Barnstable, MA 02630  
BarnstableComedyClub.org

The Barnstable Comedy Club, a MA 501(3)(c) nonprofit all volunteer community theater is committed to maintaining a working, performing and learning environment that is free from discrimination and harassment, including unlawfully intimidating, hostile, or offensive conduct.

Voice-mail and electronic communications (such as e-mail and Internet use) are covered by this policy in the same manner as other communications and actions. BCC's policy is to keep reports of discrimination or harassment confidential to the extent possible, consistent with the need for a thorough investigation.

"Harassment" as used in this policy means any repeated or habitual behavior which causes distress, feelings of a lack of safety, or physical harm to another person based on their actual or perceived race/ethnicity, religion, age, gender, gender expression or identity, socioeconomic status, disability, sexual orientation, citizenship status, geography, place of origin, marital status, or familial status. Inappropriate behavior would include, but not limited to, actions and/or statements that lack civility such as:

- a) excessive profanity,
- b) loud and angry or offensive outbursts,
- c) intimidating or threatening actions or statements,
- d) unwelcome touching of a personal nature,
- e) slurs or jokes about gender expression or sexual identity, and
- f) inappropriate interaction between an adult and minor child, including text messaging, emails and other forms of electronic communication.

Additionally, any kind of sexual harassment against anyone, regardless of the identities of the people involved, is prohibited by this policy. "Sexual harassment" includes but is not limited to unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when, for example:

- a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's participation in production activities;
- b) submission to or rejection of such conduct by an individual is used as the basis for production or artistic assignments; or

c) engaging in conduct that has the purpose or effect of unreasonably interfering with an individual's participation in a production or creating an intimidating, hostile or offensive environment during a production.

An aggregation of incidents can constitute sexual harassment even if one incident on its own would not constitute harassment.

Harassment does not need to have malicious intent; the impacts on the person reporting the harassment must be addressed regardless of the intent.

All volunteers, including BCC board and committee members, production cast and crew members, and event participants are responsible for fostering a safe, volunteer environment, free of harassment of any kind.

All volunteers and program participants have the responsibility to treat each other with respect and to refrain from all forms of harassment prohibited by these policies.

This policy applies to all board members, directors, producers, cast, crew and volunteers while working in any capacity at or on behalf of Barnstable Comedy Club.

This policy document is subject to change from time to time without prior notice, and BCC may deviate from this policy document where appropriate in individual circumstances in its sole discretion.

This policy shall be prominently displayed in the theater Green Room and posted on the BCC website. The BCC Executive Board shall review and update Policies on an annual basis or as needed.