



## Membership Application

Membership is open to everyone.

Every member will receive a copy of OLT Member News and have voting privileges (subject to bylaws) at the Annual General Meeting.

**You must be a member to participate in all OLT Activities.**

### CODE OF CONDUCT POLICY

**Oshawa Little Theatre is committed to upholding the following code of conduct policy to protect our members, volunteers, staff and patrons. All of members, production teams and staff are expected to act with dignity, honesty, integrity and respect towards others.**

**Staff/volunteers, members and production staff must always:**

- \* Treat everyone with respect and dignity
- \* Respect and be sensitive to individual beliefs, faiths and religions
- \* Respect the individual's right to privacy
- \* Take seriously all allegations or suspicions of abuse or potentially abusive incidents that they are made aware of, and then report the incident immediately to a member of the Board of Directors, the Theatre Manager or any other adult in a supervisory position at the time
- \* Provide an environment that has zero tolerance for bullying and any other attitude or behavior that may be perceived as discriminatory in any way (i.e. racial, sexual or homophobic, or in relation to a physical or mental disability or a race, creed or color or other personal status, such as refugee, immigrant, etc.)
- \* Remember that others may misinterpret your behavior and actions regardless of how well intentioned they may be
- \* Show understanding and sensitivity when dealing with emotional issues
- \* Be fair, considerate and honest in all dealings with others
- \* Display control, respect and professionalism in all activities
- \* Respect that illegal or prohibited drugs will not be consumed while performing any duties in relation to Oshawa Little Theatre
- \* Acknowledge that alcohol may be consumed at a social function to the extent it does not affect the comfort, safety or performance of any individual
- \* Acknowledge that alcohol must not be consumed by any cast or crew member during a performance or rehearsal and must never be consumed by anyone anywhere in the building except our licensed lounge area

**Any incident of discrimination, sexual harassment, verbal or physical assault and bullying will not be tolerated.**

**Any reported incident will be taken to the Board of Directors and actions for anyone in breach of this policy may include one or any of the following; removal from the production, loss of member in good standing status and loss of membership or the incident may be reported to legal authorities.**

**Definitions**

Discrimination is any behavior or practice which reflects an assumption of superiority of one group (or individual) over another or disadvantages people on the basis of their real or perceived membership to a particular group. This would include but it is not limited to: less favorable treatment, unfair exclusion and asking any discriminatory questions.

Sexual Harassment is any unwanted, unwelcomed or uninvited physical or verbal behavior of a sexual nature which makes a person feel humiliated, intimidated or offended.

Bullying is behavior that intimidates, offends, degrades, insults or humiliates another person. Bullying can be physical or psychological.