

## Firebird Theatre Notice of Non-Discrimination and Anti-Harassment:

Firebird Children's Theatre does not discriminate on the basis of race, color, religion, gender, gender expression, age, national or ethnic origin, physical and mental disability, and sexual orientation in any of its activities or operations. These activities include, but are not limited to, hiring and firing staff, selection of volunteers and contractors, educational programs, admission policies, and theatre productions and activities made available to students and performers at Firebird Children Theatre.

Firebird Children's Theatre is committed in all areas to providing an environment that is free from harassment. This policy is intended to cover all student participants, performers, volunteers, employees, contractors, and anyone else working with the Firebird Children's Theater. Harassment based upon an individual's sex, race, ethnicity, national origin, age, religion, or any other legally protected characteristics will not be tolerated. All participants, employees, volunteers, supervisors, contractors, and other management personnel are expected and required to abide by this policy. No person will be adversely affected in employment or participation in Firebird Children's Theatre as a result of bringing complaints of unlawful harassment.

Sexual harassment is any unwelcome sexual advance or conduct that creates an intimidating, hostile, or offensive workplace or atmosphere. It includes behavior of a sexual nature that is unwelcome and offensive to the person or persons it is targeted toward. Examples of harassing behavior may include unwanted physical contact, foul language of an offensive sexual nature, sexual propositions, sexual jokes or remarks, obscene gestures, and displays of pornographic or sexually explicit pictures, drawings, or caricatures. Use of the Firebird Children's Theatre computer system for the purpose of viewing, displaying, or disseminating material that is sexual in nature may also constitute harassing behavior.

If any individual, including but not limited to employee, volunteer, or student performer, feels that he or she has been harassed on the basis of his or her sex, race, national origin, ethnic background, or any other legally protected characteristic, he or she should immediately report the matter to his or her supervisor or instructor. If that person is not available, or if the individual feels it would be unproductive to inform that person, the individual should contact the Firebird Children's Theater personnel responsible for human resources as soon as is reasonably possible. Once the matter has been reported, it will be promptly investigated and any necessary corrective action will be taken where appropriate. All complaints of unlawful harassment will be handled in as discreet and confidential a manner as is possible under the circumstances.

Any individual engaging in improper harassing behavior will be subject to disciplinary action, including possible termination of employment and/or participation with the Firebird Children's Theatre.

\_\_\_\_ I have read and understand Firebird Theatre's policies regarding non-discrimination and non-harrassment.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

If under 18, a parent name and signature is required below.

Parent Name: \_\_\_\_\_

Parent signature: \_\_\_\_\_

Date: \_\_\_\_\_