



# UPRISING

## theatre company

### Uprising Theatre Company POLICY AGAINST HARASSMENT

It is the policy of Uprising Theatre (“Uprising”) to maintain a working, performing and learning environment free from sexual, racial, age-based, religious, ethnic, disability, sexual orientation, gender identity and/or expression based harassment, and any other form of forbidden harassment of any Uprising staff, intern, performer or student. Such harassment in any manner or form is expressly prohibited. It is also the policy of Uprising that no individual be subjected to any unwelcome conduct that is or should be known to be offensive because of their gender, race, age, religion, ethnicity, disability, sexual orientation, gender identity and/or expression, or other protected category.

All reported or reasonably suspected occurrences of forbidden harassment will be investigated (in accordance with the procedures outlined below) in a confidential manner and as promptly and thoroughly as is practicable and necessary. Where forbidden harassment has occurred, Uprising will take appropriate disciplinary, educational, or other corrective action, up to and including termination from a staff position, or the loss of ability to perform or be in the audience at Uprising shows. There will be no retaliation against an individual who has complained about or reported alleged forbidden harassment or who has cooperated with an investigation of alleged forbidden harassment, regardless of the outcome of the investigation.

#### I. CONDUCT PROHIBITED BY THE POLICY

For purposes of this Policy, forbidden harassment includes the following:

**Hostile Environment Harassment.** Hostile environment sexual harassment may occur when there are unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature. Also, non-sexual conduct that is unwelcome and offensive and which is directed at an individual because of the individual’s gender may create a hostile environment. Racial, age-based, religious, ethnic, disability, sexual orientation, gender identity and/or expression, and other forbidden forms of harassment may occur when there is conduct which is motivated by or relates to an individual’s race, age, religion, ethnicity, disability, sexual orientation, gender identity and/or expression, or other characteristics protected by law or policy. Hostile environment harassment occurs when such conduct is sufficiently severe or pervasive to and does: (i) unreasonably interfere with an individual’s work, performance or ability to learn, or (ii) create an intimidating, hostile, or offensive work, performance or learning environment.

**“Quid Pro Quo” Sexual Harassment.** “Quid Pro Quo” sexual harassment may occur when there are unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when (i) submission to such conduct is an explicit or implicit condition of employment, performance ability or student advancement, or (ii) submission to or rejection of such conduct is used as the basis for employment, performance, or educational advancement decisions.

## Special Note On Performance Harassment

Given the nature of performances at Uprising of material that, in some cases, could be considered offensive to some, it is not the policy of the theater to punish individuals or to stifle the creative abilities of performers whose artistic expression may be considered offensive to others. However, if it is determined that the offensive content of the performance was done in an effort to harass a particular individual from the stage or to express the performer's hatred and/or intolerance to a protected individual or group, then appropriate disciplinary action may and will occur. Additionally, if it is determined that an individual performer or group of performers is pervasively offensive or harassing in their performances, disciplinary or corrective action may and will occur. Furthermore, if it is determined that behavior that was done without intent to harass but has nevertheless caused discomfort, fear, or other feelings of harassment in members of the community or audience, this behavior (at the time it is identified to leadership of Uprising) will be pointed out to the performer or performers responsible. If the identified behavior is not remedied, corrective action may and will occur.

## II. RESPONSIBILITIES

Uprising's Policy prohibits harassment by Uprising staff and performers against any person, as well as harassment directed towards Uprising patrons, contractors, consultants, suppliers, vendors, visitors, and other non-employees or non-Uprising-affiliated individuals, when such conduct occurs at Uprising's performances, rehearsals, classes or Uprising-affiliated events at remote locations in connection with Uprising activities or the performance of Uprising's work.

Uprising will make reasonable efforts to see that the actions of its agents, supervisory employees, directors, and teachers are free from forbidden harassment, and will take appropriate corrective action when it learns of such forbidden harassment. Uprising will also take appropriate corrective action in those instances where it, its agents, supervisory employees and teachers learn of forbidden harassment of any Uprising staff, intern, performer or student.

All levels of Uprising management, supervisory employees, directors and/or teachers will:

- Reject any offer or promise of sexual or other favors made by any employee, intern, performer or student in anticipation of or in exchange for some employment, performance, or educational decision and at the same time advise such employee, intern, performer or student that such an exchange violates Theater policy and will not be tolerated.
- Avoid forbidden harassment, including the appearance of such harassment, by refraining from actions, language, and jokes, and by disposing of materials such as posters or magazines which could reasonably be anticipated to offend an employee, intern, performer or student.
- Report to Theater management, in accordance with the procedures set forth below, any forbidden harassment that they observe, that is made known to them by others, or that they reasonably suspect has occurred.
- Assure Theater staff, interns, performers and students as necessary that all forms of harassment are expressly prohibited, that Uprising will investigate reported and suspected occurrences of forbidden harassment, and that Uprising will take appropriate corrective action when forbidden harassment is found to have occurred.

### III. PROCEDURES

#### NOTIFICATION PROCEDURES

Any Uprising staff, intern, performer or student who feels that they are being or has been subjected to forbidden harassment or who knows of or suspects the occurrence of forbidden harassment should promptly and in confidence inform either the house manager on duty at Uprising, their show's director, or their teacher. If for any reason a person does not feel comfortable informing one of these individuals, or is not able to do so, that person should report the matter to any board member of Uprising.

In addition, and while not mandatory, Uprising encourages Uprising staff, teachers, interns, performers and students to advise the person engaging in the offensive conduct that the conduct is offensive and should be stopped.

In addition, all house managers, directors, and teachers have an affirmative duty to report promptly to one of the Board Members designated above any forbidden harassment that they observe, that is made known to them by others, or that they reasonably suspect has occurred.

#### DIRECT DISCUSSION

A member of the Uprising community may feel that the best course of action is to address offending behavior directly to the person responsible without immediately including Uprising leadership (though they may be subsequently included at any time). Uprising supports this at the discretion of the community member and only when the community member does not feel that their safety or professional standing is in jeopardy. Uprising emphasizes that it is imperative that the individual receiving this feedback maintain a respectful discourse.

Retaliation or otherwise lashing out in any way is not acceptable behavior. The person receiving feedback may request the inclusion of Uprising leadership if they disagree with the feedback or believe it is unfair. Uprising encourages all community members to be open to receiving challenging feedback.

#### INVESTIGATION PROCEDURE

All reported occurrences of forbidden harassment will be investigated as promptly and thoroughly as is practicable and as is required under the circumstances. The individual who makes the report or is the target of the alleged harassment will be assured that all forms of forbidden harassment are expressly prohibited, that Uprising will conduct a confidential investigation, and that Uprising will take appropriate corrective action if forbidden harassment is found to have occurred.

Uprising will designate the individual who will be responsible for conducting the investigation of the reported incidents of harassment. The timing, scope, and extent of the investigation will be determined by Uprising on a case-by-case basis, considering the circumstances of the alleged harassment. All investigations will be conducted to protect, as much as practicable, the privacy of all persons concerned. Uprising expects Uprising board members, staff, interns, house managers, directors, performers, teachers, and students who are contacted in connection with an investigation to cooperate fully.

Pending the outcome of an investigation, reasonably necessary and prudent interim measures, such as the separation of the complainant and the alleged offender, suspension from Uprising activities for the alleged offender, or temporary leave for the complainant, will be taken at Uprising's discretion, taking into consideration the complainant's wishes, the seriousness of the accusations, the background of the situation, and any other relevant information.

## Special Note On Reported Criminal Activity

If any Uprising-affiliated person is accused by anyone of criminal activity that, in the eyes of Uprising, arises to a level beyond mere harassment as described above, and, in the judgment of Uprising, places in doubt the safety of Uprising's students, performers, faculty, staff, directors, vendors or patrons, then the accused will be immediately and without investigation removed from all Uprising-related activities until such time as Uprising is satisfied that the accusations are and were unfounded. Should the accused appear at any Uprising-related activities or venues following this removal, they will be considered to be a trespasser on Uprising property and Uprising will not hesitate to call authorities to remove the accused from Uprising property. This revocation of Uprising privileges will not be influenced by the failure of authorities to investigate or charge the accused with a crime. The reinstatement of the accused to any Uprising-related activity or venue will be at the sole discretion of Uprising.

## RESOLUTION AND OUTCOME OF INVESTIGATION

Following an investigation, Uprising will take such action that it deems necessary or appropriate under the circumstances –

No Violation.

In the event that the investigation discloses insufficient grounds or basis to substantiate a violation of this Policy, all necessary parties will be so advised.

Violation.

In the event that the investigation discloses a violation of this Policy, Uprising will communicate its findings to both the complainant and the alleged offender. Based upon the totality of the circumstances, appropriate disciplinary, educational, and/or other corrective action, up to and including termination, removal of an individual from an internship, removal of an individual from a supervisory, management or directorial position at Uprising, removal of an individual from a cast, removal of an individual from a teaching position, removal of an individual from a class without refund or compensation, or revocation of a performer's ability to perform at or attend performances at Uprising or at an Uprising-related event, will then be taken. The action taken will be reasonably calculated to prevent any further unacceptable conduct. It is within Uprising's discretion to determine the appropriate corrective action.

If the complainant or the alleged offender is not satisfied with the resolution, they are encouraged to contact any board member of Uprising. In the event an investigation of a reported or suspected occurrence of forbidden harassment reveals that the person has lodged a knowingly false or frivolous complaint, fabricated facts, or failed to tell the truth, Uprising may take appropriate disciplinary and/or other corrective action.

## IV. NO RETALIATION

No individual who reports or complains about forbidden harassment, or who assists Uprising in its investigation, will be subjected to retaliation. Anyone who feels that they have been the victim of, or threatened with retaliation should immediately inform one of the individuals identified above for the purposes of receiving reports of complaints.

**PROCEDURE:**

If you feel you have been the victim of harassment contact Artistic Director Shannon TL Kearns [artisticdirector@uprisingtheatreco.com](mailto:artisticdirector@uprisingtheatreco.com), 610.462.1805

If Shannon TL Kearns is the source of the harassment or you feel uncomfortable contacting him, contact any person on the Uprising Board:

Adam Rao, President [adamrao@mac.com](mailto:adamrao@mac.com)  
Cindi Beth Johnson [cbjohnson@unitedseminary.edu](mailto:cbjohnson@unitedseminary.edu)  
Chad Schwitters [chad.schwitters@urbanhomeworks.org](mailto:chad.schwitters@urbanhomeworks.org)  
Daniel Wolpert [micahprays@midco.net](mailto:micahprays@midco.net)  
Robert Chelimsky [robertc@pwcenter.org](mailto:robertc@pwcenter.org)

You may also fill out an incident report and submit it to either Shannon or the Board.

Incident reports can be downloaded from the Uprising website, received from Shannon, any member of the board, or the Stage Manager of any production.

Once notified of the incident(s) the board will investigate and keep you informed of their findings and decision.