

Truckee Community Theater Harassment Policy

Truckee Community Theater (TCT) is committed to providing a safe, inclusive, and respectful environment for all participants, including cast, crew, staff, volunteers, and audience members. Harassment of any kind is strictly prohibited and will not be tolerated.

Definition of Harassment

Harassment is any unwelcome behavior—verbal, physical, visual, or digital—that demeans, threatens, offends, or humiliates another person. This includes, but is not limited to:

- Unwanted touching or physical contact
- Offensive jokes, slurs, or derogatory language
- Inappropriate sexual comments or advances
- Bullying, intimidation, or coercion
- Repeated disruptive or disrespectful behavior
- Digital harassment (texts, social media, etc.)

Scope

This policy applies to all participants in any TCT activity, including rehearsals, performances, workshops, meetings, camps, and online communications. It extends to all locations where TCT business is conducted.

Reporting Harassment

Anyone who experiences or witnesses harassment should report it immediately to a director, producer, or board member. All reports will be taken seriously and handled with discretion and care.

Investigation and Response

TCT will promptly investigate any complaint. Based on the findings, appropriate action will be taken, which may include:

- Verbal or written warnings
- Removal from current production or activity
- Suspension or permanent removal from future TCT programs
- Notification of legal authorities, if warranted

No Retaliation

TCT prohibits retaliation against anyone who reports harassment or participates in an investigation. Retaliation will result in disciplinary action.

Commitment to Respect

We expect every member of our community to treat one another with kindness, professionalism, and respect at all times. By participating in Truckee Community Theater activities, all individuals agree to uphold this policy and contribute to a culture of safety and inclusion.