

# Mercury Theatre Wynnum

## CODE OF CONDUCT

This Code of Conduct is designed to clarify Mercury Theatre Wynnum expectations of the conduct of members and volunteers. Mercury Theatre Wynnum will provide this code on their web site. This Code may be amended from time to time, where necessary.

### **Aim**

Mercury Theatre Wynnum is committed to ensuring the integrity and highest ethical standards in respect of our members and our volunteers. Underlying this commitment is the need for Mercury Theatre Wynnum to ensure that all persons contributing to the success of our theatre company act with dignity, honesty, integrity and respect towards others. The rights and safety of members and volunteers is a priority, and all actions and activities must ensure they are safe from neglect, physical, sexual or emotional harm or abuse.

### **How Does the Code of Conduct Apply to You?**

Every member and volunteer of Mercury Theatre Wynnum is expected to perform his/her role in accordance with this Code of Conduct.

#### **Performers and production team members:**

- Participate for the enjoyment you will receive through theatrical performance
- Work equally for yourself and the production
- Abide by the principles of theatre etiquette
- Abide by the policies and practices of Mercury Theatre Wynnum
- Co-operate with the director, all members of the production team and fellow cast members
- Commit wholeheartedly to the production, rehearsals and activities

#### **The Director:**

- You are responsible for your cast and production team
- Be reasonable in your demands on performers' time, energy and enthusiasm - they have other commitments
- Teach your cast the principles of theatre etiquette, teamwork and stage craft.

## **Incorporation of Other Standards**

Mercury Theatre Wynnum requires that all members, performers, production staff and volunteers comply with all laws, regulations and policies governing its activities.

Mercury Theatre Wynnum requires that all members and volunteers will be current financial members of Mercury Theatre Wynnum.

**In addition to complying with the above, all are expected to:**

- treat everyone with dignity and courtesy
- be fair, considerate and honest in all dealings with others
- refrain from any behaviour which may bring Mercury Theatre Wynnum into disrepute
- display control, respect and professionalism in all activities
- observe proper meeting conduct and protocols
- control their temper (verbal abuse of others in the course of Mercury Theatre Players activities is unacceptable).
- Contribute to the successful operation of the Theatre in any way possible eg actors help put away chairs etc.

## **Discrimination, Sexual Harassment and Bullying**

Members, performers, production staff and volunteers are expected to respect the rights, dignity and worth of others regardless of their gender, ability, cultural background or religion, or of their physical or mental disabilities.

Mercury Theatre Wynnum will not tolerate discrimination. Discrimination is any behaviour 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 of a particular group and includes such behaviour as less favourable treatment, unfair exclusion and asking discriminatory questions. This provision in no way relates to the director's right to cast a production as they see fit.

Mercury Theatre Wynnum will not tolerate sexual harassment. Sexual harassment is any unwanted, unwelcome or uninvited behaviour of a sexual nature which makes a person feel humiliated, uncomfortable, intimidated or offended. Members' privacy in change rooms is to be respected at all times.

Equally, Mercury Theatre Wynnum will not tolerate bullying. Bullying is behaviour that intimidates, offends, degrades, insults, manipulates or humiliates another person. Bullying can be physical or psychological.

If anyone feels they have been discriminated against, bullied or harassed in any way they should immediately contact the production director or Mercury Theatre secretary or president for confidential assistance.

## **Health and Safety**

Everyone has the right to participate in an environment that is physically and emotionally safe.

Members, performers, production staff and volunteers are asked to take responsibility for their own health and safety, ensuring that their actions do not risk the health and safety of others. All are required to take reasonable care at all times by following all lawful instructions from those in authority.

All hazards, accidents or injuries must be reported to the Mercury Theatre Wynnum representative in charge of the activity.

## **Alcohol and Drug Consumption**

Members, performers, production staff and volunteers must ensure that the consumption of any substance, including alcohol or other legal drugs, does not adversely affect the performance of their duties.

## **Grievances**

If anyone has a grievance or feels that they have been unfairly treated they are encouraged to raise this issue with any member of the Management Committee or the theatre president for immediate and confidential assistance. The management of Mercury Theatre Wynnum is committed to uphold both the letter and spirit of this Code and the mediation and resolution of any grievance in an expeditious manner where possible.