



**The Bridge Initiative complies with all ARIZONA LAWS concerning DISCRIMINATION IN EMPLOYMENT.**

The Bridge Initiative will not discriminate:

ON THE BASIS OF: Race, Color Religion, Sex, Age (40+), National Origin, Disability, or Results of Genetic Testing.

WITH RESPECT TO: Hiring, Promotion, Transfer, Termination, Salary or Benefits, Lay-Off, Apprenticeship and Training Programs, Job Referrals, or Union Membership.

### **Code of Conduct, Sexual Harassment, Inclusivity**

**The Bridge Initiative** strives for an equitable working environment where all people regardless of race, age, religion, ethnicity, political beliefs, national origin, differing abilities, pregnancy status, veteran status, sexual orientation, and gender identification are welcome to our discussions, events, rehearsals, performances, and all supplemental programming. Being an entity committed to historically and systemically marginalized communities, we are keenly aware that past practices within the theatre and larger artistic community have been harmful, and we intentionally seek to move forward with thoughtful, specific, and inclusive practices.

We are committed to creating "safe/brave" spaces and keeping all of our environments free of all forms of discrimination and behaviors that can be considered threatening, coercive, harassment, violence, or disruptive to an equitable and open artistic experience for artists and audiences alike. Yet we acknowledge that theatre's intention is to challenge artists and audiences, and may come upon difference of opinion based on moral or ethical historical standards. In our aim to challenge oppressive norms, we may come against those resistant to our mission and vision. Adult situations and language will be carefully considered and we aim to provide all appropriate labeling and information to those experiencing our programming. **The Bridge Initiative**, if met with individual(s) that do not respect these values, reserves the right to discontinue a relationship with the person(s) involved in the work or as audience member(s).

## Prohibition against harassment and discrimination

**The Bridge Initiative** envisions a work and artistic environment free of harassment or discrimination of all kinds. We acknowledge that the truth of the stories and we tell and writer's intent may dictate casting in terms of age, type, ethnicity, national origin, sexual orientation, gender identity and persons of different abilities. We aim to purposefully select material that has the potential to include and serve all people within a reasonable calendar time period. All considerations are made with respect to our mission

*The Bridge Initiative is an artistic collective and incubator that uses theatre and media to build bridges in our community.*

For purposes of this policy, sexual harassment is defined as any type of sexually oriented conduct, during or outside of activities hosted by **The Bridge Initiative**, whether intentional or not, that is unwelcome and has the purpose or effect of creating a work environment that is hostile, offensive, or coercive. The following are examples of conduct that, depending upon the circumstances, may constitute sexual harassment:

- Unwelcome sexual jokes, language, epithets, advances, or propositions;
- Written or oral abuse of a sexual nature, sexually degrading or vulgar words to describe an individual;
- The display of sexually suggestive objects, pictures, posters, or cartoons;
- Unwelcome comments about an individual's body;
- Asking questions about sexual conduct;
- Unwelcome touching, leering, whistling, brushing against the body, or suggestive, insulting, or obscene comments or gestures;
- Demanding sexual favors in exchange for favorable reviews, assignments, promotions, or continued employment, or promises of same;
- Any intimidating behavior, words, gestures, written or oral, that may be construed as harmful, violent, or objectionable;
- These rules apply to all genders and intentionally include transgender, nonbinary, and gender fluid individuals.

In addition, other forms of harassment include but are not limited to:

- The threat of physical intimidation or violence;
- Offensive jokes or slurs;
- Ridicule or mockery;
- Insults or put-downs;
- Offensive objects, pictures, or videos shown in the workplace or shared on social media publicly or privately directed towards company members or or referencing or implicating **The Bridge Initiative**;
- Uninvited, unsolicited, unwelcome or nonconsensual contact of any kind with a romantic or sexual intention or implication;
- Verbal or physical intimidation;
- Hostile behavior that is considered disruptive or threatening.

## What to do if you experience harassment or discrimination

If you are experiencing harassment or discrimination firsthand or are witness to it, take action immediately. If appropriate and you are comfortable doing so, you can address the offender directly, as sometimes the perpetrator may not be aware they are being offensive or are unaware at how their actions are affecting others. Sometimes what may be thought of as a joke or witty banter in one situation may not be acceptable in another. Vast change is needed in all areas of our society and important measures like education, along with understanding, are key steps. If you are unsatisfied with the exchange or do not wish to engage directly, or the problem persists, please bring in a leader to mediate the situation.

Report the incident to a leader in our community. This may be a verbal or written report, and we ensure confidentiality.

- The hired director and/or stage manager for your project
- Taylor Moschetti, Core Company Member: [taylor.moschetti@gmail.com](mailto:taylor.moschetti@gmail.com) / 520-456-4461
- Maybe Stewart, Core Company Member: [maybe@maybestewartartist.com](mailto:maybe@maybestewartartist.com) / 330-461-6744
- Elizabeth Brownlee, Artistic Director: [elizabethbny@icloud.com](mailto:elizabethbny@icloud.com) / 480-399-9884
- Brenda Foley, Producing Executive Director: [brenda@bridgeinit.org](mailto:brenda@bridgeinit.org) / 347-848-6647