



Code of Conduct

Marriott Theatre is committed to providing a healthy, respectful, and inclusive work environment in order for everyone to be able to contribute fully, have equal opportunities, and prioritize joy in the production process. We expect every member of our staff, casts, artistic and production teams – onstage, backstage, in the shops and front of house – to support that commitment through their actions.

Theatre is a collaborative process where we all must respect each other, treat everyone with kindness, and be conscious of the work and feelings of others. Disrespectful behavior, bullying, racism, discrimination, sexual harassment and misconduct will not be tolerated during your work at Marriott Theatre. These actions are antithetical to our work and only serve to undermine the process of making art, which should be free to be brave, open, experimental, and exploratory in nature. In addition to being incompatible with our values, harassment and discrimination are a violation of the law.

With this in mind, all Marriott Theatre staff and artists will uphold the following Code of Conduct.

I understand that mistakes and missteps are a natural part of the creative process.

I will treat everyone with kindness and will assume the best intentions in others.

I will work to create an environment free from harassment or discrimination. I will avoid any behavior that marginalizes or diminishes my colleagues. I will not use words or actions that are known or should be known to be offensive, embarrassing, humiliating, demeaning or unwelcome. This may include, but is not limited to, commenting on colleagues' physical attributes or personality, making jokes or innuendos, sharing offensive images or materials (in print or electronically), spreading malicious rumors or gossip, spying or stalking, or engaging in hostile or intimidating behavior.

I will continually look for ways to do better. When I receive feedback that I have not upheld these standards (even unintentionally), I commit to looking inward, becoming more self-aware and adjusting my behavior.

I will respect physical boundaries. I will not assume a shared sense of intimacy by hugging or touching someone without consent. If someone pulls away or asks me to stop touching them, I will do so.

I will respect everyone's proper names and pronouns.

I will respect other's perspectives and beliefs regardless of gender, sexuality, race or religion.

I understand and respect that not every co-worker will agree to engage in conversation regarding their personal lives or any other subjects unrelated to their work.

I will respect other's voices in the process. I will not interrupt or speak over others in discussions and I will make room for people to respectfully disagree without fear of reprisal.

I understand that physical violence is unacceptable at all times and is grounds for immediate termination of employment.

I agree to cooperate fully with any investigation into a discrimination or harassment complaint.

I understand my job responsibilities and role.

I will consider others when choosing my clothing, accessories or messaging while at work to help maintain a safe and supportive environment for all, especially young participants.

I understand that I can help foster a safe environment by using appropriate reporting tools. I understand the processes for accountability, as outlined in "Voicing Concerns," accessible from the Marriott Resources page (<https://www.marriotttheatre.com/resources/internal-resources>). This guide outlines who you can go to when you feel the tenants of this code of conduct are not being upheld and the process that will be followed.

I will uphold the Code at all times during the terms of my relationship with Marriott Theatre. I understand that if this code of conduct is violated, disciplinary measures will be applied, appropriate to the severity of the violation, and can include termination of employment or contractual arrangements.

Questions or concerns should be directed to a manager or human resources.