



## **DISCRIMINATION OR HARASSMENT POLICY**

Iron Crow Theatre strives to maintain an environment that is collegial, professional and respectful of all. Iron Crow Theatre prohibits discrimination, including but not limited to sexual and other harassment. Iron Crow Theatre will not tolerate or condone sexual or other harassment or discrimination against or by theatre personnel, whether engaged in or by other theatre personnel or others participating with the theater.

### SEXUAL HARASSMENT

For purposes of this policy, sexual harassment is defined as unwelcome or unwanted conduct of a sexual nature (verbal or physical) when:

1. submission to or rejection of this conduct by an individual is used as a factor in decisions about service to the theatre; or
2. this conduct is pervasive and substantially interferes with an individual's relationship to the theatre or creates an intimidating, hostile or offensive environment.

Sexual behavior (consensual or nonconsensual) directed toward one colleague that affects other colleagues also could violate this policy. Sexually harassing behavior includes physical, verbal, and nonverbal behavior. It does not include behavior that is related to a specific theatrical work or ongoing project. When a specific theatrical work or ongoing project includes sexual content of any type, individuals will be informed of this fact and asked to provide their consent prior to signing any artist contract.

Examples of inappropriate sexual behavior include, but are not limited to:

unwanted sexual advances;

repeated sexual jokes, flirtations, advances, or propositions;

abuse of a sexual nature or suggestive insulting, obscene comments or gestures; and

actions (positive or negative) affected by an individual's submission to or rejection of unwelcome sexual advances;

favoritism based on submission (consensual or nonconsensual) to sexual overtures;

inappropriate touching or other inappropriate physical contact;

discussions of sexual activity (whether in conversation or through electronic or other means) that are unrelated to a specific theatrical work or ongoing project;

display of sexually suggestive objects or pictures that are unrelated to a specific theatrical work or ongoing project;

Further, Iron Crow Theatre will not tolerate sexual or other harassment engaged in by third parties who conduct business with and/or have other contact with volunteers of Iron Crow Theatre. We encourage volunteers to report all incidents of harassment, regardless of who the offender may be.

#### OTHER UNLAWFUL HARASSMENT

This policy also expressly prohibits behavior that harasses or discriminates on the basis of race, color, creed, national origin, ancestry, alienage or citizenship status, marital status, sex, sexual orientation, gender identity and/or expression, age, religion, disability, national origin, genetic information/ characteristics, veteran or military status, or any other characteristic protected by applicable federal, state, or local laws. Forms of such harassment or discrimination can include physical, verbal and nonverbal behavior that harasses, disrupts, or interferes with performance or in any way creates or contributes to an intimidating, hostile or offensive environment. This behavior includes but is not limited to epithets, slurs, off-color jokes, or threats, as well as posters, cartoons, emails, behavior, or drawings that are insulting, degrading, derogatory, or ridiculing of persons based on their legally-protected status.

#### OPEN DOOR POLICY AND RETALIATION

We want to maintain a positive and pleasant environment for all. To help us meet this goal, volunteers are encouraged to report concerns to the Managing Director or the Artistic Director. In the event, a volunteer is

uncomfortable reporting concerns to either the Managing or Artistic Directors, the volunteer should contact the Board of Directors (i.e., the Board Ombudsperson), who will pursue appropriate action.

Iron Crow Theatre prohibits retaliation against anyone who, in good faith, reports behavior that violates our policies against discrimination or harassment, or participates in an investigation, including when sufficient evidence is not found to substantiate an underlying complaint. Reports of retaliation (actual, threatened or feared) should be directed to one of the persons identified in the reporting procedure below.

## REPORTING PROCEDURE

Discriminatory, harassing, retaliatory, or other inappropriate behavior covered by these nondiscrimination policies often can occur without witnesses. What one may regard as offensive, another may not. For Iron Crow Theatre to effectively implement these policies, it is critical that all personnel respond to and report discrimination, retaliation, and inappropriate sexual and other behavior covered by these policies.

If you believe that you, another colleague, or a community member interacting with Iron Crow Theatre volunteers have been subjected to discrimination, retaliation, or inappropriate sexual or other behavior, you are encouraged to ask the offender to stop engaging in the objectionable behavior. In addition (or instead, if such informal requests are ineffective or impractical under the circumstances), you must report such conduct to one of the persons identified below.

Iron Crow Theatre encourages you to report discrimination or other inappropriate behavior promptly and before the behavior has become severe or pervasive. Prompt reporting could prevent the behavior from escalating and allows Iron Crow Theatre to respond rapidly and take appropriate action to minimize harm to individuals involved and to minimize the disruption to our environment. We will investigate promptly a report of discrimination or inappropriate sexual or other behavior. Reports and investigations will be handled in a confidential manner, consistent with the need to investigate and take corrective action. Reports of discrimination or inappropriate behavior covered by this policy must be directed to one of the following persons:

- A specific production's Cast Deputy
- A specific production's Stage Manager
- A specific production's Director or Assistant Director
- Managing or Artistic Directors

Persons identified above who get a complaint must bring the matter immediately to the attention of a member of the Senior Administration, or in the case that the complaint is involving a member of the Senior Administration, the Board of Directors through the Board Ombudsperson.

#### CORRECTIVE ACTION

Iron Crow Theatre is committed to maintaining an environment that is free from discrimination, including sexual or other harassment. In response to a meritorious complaint, we will take appropriate and proportional corrective steps, including the counseling, reprimand, suspension or termination of the offender's relationship with the theatre.

**IRON CROW THEATRE**  
BALTIMORE'S AWARD-WINNING PROFESSIONAL QUEER THEATRE

P.O. Box 50074, Baltimore, MD 21211  
443.637.CROW / [info@ironcrowtheatre.org](mailto:info@ironcrowtheatre.org)  
[www.ironcrowtheatre.org](http://www.ironcrowtheatre.org)

#### BOARD OF DIRECTORS

Natka Bianchini, Ph.D., Sean Elias, David Gerson, Esq.,  
Frank Golom, Ph.D., James Harp, John Knapp,  
Jessica Lanzillotti, and Franklin N. McNeil, Jr.

#### COMMUNITY ADVISORY BOARD

Ron Legler, Zachary Michel, Chris Pflingsten,  
and Paul Wissman

#### LEADERSHIP

Sean Elias, Artistic Director  
April Forrer, Managing Director