



## **Evesham Operatic and Dramatic Society (EODS).**

### **Code of Conduct.**

This Code of Conduct for EODS members typically includes expectations for respectful behaviour, punctuality and commitment to rehearsals and performances, and responsible use of theatre property. It also addresses anti-harassment and anti-bullying policies, emphasises cooperation within the Production Team and ensures the safety of all participants, especially children, where necessary.

### **Expectations for all members.**

#### Respectful conduct:

Treat all members, directors, and visitors with courtesy, dignity, and respect, and avoid bullying, harassment, or any form of discrimination. Any discord caused within rehearsals or outside will not be tolerated and will be reviewed by the Committee, open to a hearing and where expulsion from the Society may be the outcome.

#### Commitment and punctuality:

Be on time for all rehearsals and performances and fully commit to the production.

#### Professionalism:

Conduct yourself in a manner that promotes a positive and supportive environment. Avoid using phones during rehearsals unless it's an emergency you've cleared with the Director.

#### Responsibility for property:

Take care of The Hut premises, theatre premises, props, and personal belongings. Keep these spaces clean and tidy, and do not move or use others' items without permission.

### **Specific guidelines.**

#### Production hierarchy:

Respect the Director and Stage Manager as the only people who should direct actors. Actors should not direct other actors unless requested by the Director. The Director is in ultimate control at rehearsals.

#### Safety:

Be aware of the safety of yourself and others. Never push, hit, or strike out at other members, even in fun. Members should wear appropriate footwear and clothing to rehearsals.

#### Children and vulnerable adults:

If and when children are involved in productions, a strict policy for their protection is in place. Adult members are expected to be positive role models and adhere to child protection policies, including reporting any concerns and having, where appropriate, background checks.

#### Conflict resolution:

Raise concerns or issues with the Committee or an appropriate person, rather than letting them fester.

Confidentiality:

Maintain confidentiality regarding sensitive information, following the Society's data protection and privacy policies.

### **Reporting and action.**

Reporting harassment:

All members are encouraged to report any incidents of bullying or harassment. The Society is committed to taking these concerns seriously and taking action to stop inappropriate behaviour.

Disciplinary procedure:

There are procedures for dealing with misconduct, which may include discussions and written confirmation of decisions.

**EODS has policies for dealing with bullying, harassment and disciplinary procedures. We also have detailed policies for safeguarding and child protection.**