

The Larking House Code of Conduct

Initial Statement:

The Larking House is committed to providing a harassment-free and inclusive program experience for everyone regardless of gender identity, sexual orientation, disabilities, neurodiversity, physical appearance, body size, ethnicity, nationality, race, age, religion, or other protected categories. We do not tolerate harassment of program participants in any form. We take these violations of our policy seriously and will respond appropriately. If any instance of violation of these ideals is brought to our attention, we will follow our company guidelines and take the necessary actions.

All participants in The Larking House events and programming must abide by the following policies:

1. Uplifting Our Residents and Community

It's simple. Be the individual that uplifts your community. This means being a supportive pillar for those around you, helping to build them up. Our goals include creating a safe space for all community members and residents. This means everyone regardless of their gender expression, sexual orientation, physical appearance, disabilities, body size, ethnicity, religion, nationality, skin color, neurodiversity, or any other protected category. We should always be mindful of what we say and how we say it. It is important to remember that it does not matter what you intended to say, but rather how it was received. Our words have consequences, strive to make your words have a positive effect on others.

2. Support Through Mutual Respect

Give respect in order to receive respect. Respect is a two-way street, and requires both parties to be the one to initiate it. We define respect as the “due regard for the feelings, wishes, rights, and traditions of others.” Giving others respect should never be about the admiration received, it should be about the fair treatment of your community. Harassment will not be tolerated, and you are empowered to politely engage when you or others are disrespected. The person making you feel uncomfortable may not be aware of what they are doing, and politely bringing their behavior to their attention is encouraged. If a participant engages in harassing or uncomfortable behavior, the event or program organizers may take any action they deem appropriate, including warning or expelling the offender from the event with no refund. If you are being harassed or feel uncomfortable, notice that someone else is being harassed, or have any other concerns, please contact a member of leadership immediately.

3. Safe Practices in the Work Environment

If you see something, say something. It is important that community members keep each other accountable, so please speak out when you see something unsafe. This includes any potential hazards for physical or emotional harm to your community members.

Harassment of any kind will not be tolerated in the volunteer environment. Harassment includes, but is not limited to: verbal language that reinforces social structures of domination related to gender identity and expression, sexual orientation, disabilities, neurodiversity, physical appearance, body size, ethnicity, nationality, race, age, religion, or other protected category; sexual imagery in public spaces; deliberate intimidation; stalking; following; harassing photography or recording; sustained disruption of talks or other events; offensive verbal language; inappropriate physical contact; and unwelcome sexual attention. This is a volunteer organization, and we are committed to creating a safe environment for artistic and personal growth for our members. Participants that are asked to stop behavior that may be construed as harassment behavior will be expected for an immediate change in their actions, words, and overall behavior.

4. Following Through on Company Promises

Please make sure to follow our company code of conduct for any engagement in the community where you are representing yourselves and others. These are the rules of conduct set for all of us, since we are all representatives of each other. If you have anything you wish to see added to the code of conduct, please direct your concerns to the appropriate leadership member.

These policies extend to any and all programming related to The Larking House, including live events, talks, forums, workshops like our Playwright's Intensive, social media, parties, hallway conversations, all attendees, partners, sponsors, volunteers, event staff, etc. The Larking House reserves the right to remove any participant from related events if they are in violation of these policies. If a participant is engaging in a disruptive or harassing manner, and program leaders reserve the right to take any action they deem appropriate. This includes a warning, expulsion, or any other appropriate action.

Company members are expected to conduct themselves in appropriate behavior while participating in company events. This means company members should refrain from wearing explicit clothing, engaging in explicit activities, or other similar inappropriate behavior that would violate our anti-harassment policies. Company members should not use sexualized clothing, or create a sexualized environment where none should exist. If a production or program would violate these terms, it should be made clear to any potential volunteers, audience members, or guests that such materials may be present. Any person seen disobeying these terms will be asked to immediately stop their offending behavior.

Code of Conduct Policy Importance and Future Amendments

It is expected that all members have read and agreed to the Code of Conduct Policy. If any points made in this policy are unclear, please bring your concerns to a company leader. This may include confusing wording, missing information, suggestions for revision, etc. The purpose of this policy is to hold our members and leaders accountable for their actions. We aim to create a safe environment for all involved and to note that harassment of any kind will not be tolerated.

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Declaration I, _____ have read, understand, and acknowledge receipt of THE LARKING HOUSE Code of Conduct policy. I will comply with the guidelines set out in this policy and understand that failure to do so might result in disciplinary action including termination of residency.

Signed: _____

Date: _____