



Mortimer Dramatic Society

Code of Conduct

key principles

- We are committed to maintaining an environment free from discrimination, victimisation, harassment and bullying. This Code of Conduct sets out both the behaviour that we expect from our members, and behaviour that is not acceptable and could lead to disciplinary action.
- All members must be respectful of the property.
- members are expected to:
 - be polite, courteous and respectful towards one another and to audience members

discrimination

- We aim to ensure that all members receive equal treatment irrespective of:
 - gender (including gender reassignment)
 - age
 - marital or civil partnership status
 - sexual orientation
 - race, colour, ethnic or national origins
 - religion or belief
 - pregnancy
 - disability
- All our casting decisions will be made without discrimination other than where there is a genuine requirement to do so for artistic reasons.
- Discrimination may also occur as a result of victimisation, harassment or bullying.
- Harassment generally consists of unwanted conduct (based on one or more of the above characteristics) which has the purpose or effect of:
 - violating a person's dignity; and/or
 - creating an intimidating, hostile, unsafe, degrading or offensive environment.
- It is irrelevant whether the alleged harassment is intentional or not.



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- The following are examples of harassment. This list is intended as a guide and is not exhaustive:
 - physical conduct – unwanted touching, patting, pinching, assault, coercion for sexual favours or physical threats;
 - verbal conduct – unwelcome advances, critical nicknames, innuendo, insults or abusive language;
 - non-verbal conduct – the display or sharing of pornographic or suggestive pictures, offensive or abusive gestures, objects or written material (other than in connection with a production for artistic purposes);
 - bullying – offensive, intimidating, insulting, humiliating or demeaning behaviour which attempts to undermine an individual.

complaints procedure

- If you think you have been a victim of any form of discrimination, victimisation, harassment or bullying and would like to make a complaint, please contact a member of the committee in the first instance.