

## **Code of Conduct**

*(Supersedes Conduct of Conduct & Ethics dated 2024)*

### **Purpose**

This Code of Conduct outlines the standards of behaviour expected from all members of Tall & Short Theatre Co Inc., including cast, crew, creatives, committee members, and volunteers. The Code of Conduct applies when undertaking all activities associated with engagement with Tall & Short Theatre Co Inc. such as but not limited to rehearsals, performances, working bee and/or social events or functions.

### **Respect & Integrity**

- Treat everyone with dignity, fairness and kindness, regardless of role or background.
- Communicate openly and respectfully — in person, online and during all theatre-related activities.
- Promote a culture of encouragement, collaboration, and positive contribution.

### **Safety & Inclusion**

- Maintain a safe and welcoming space, free from bullying, intimidation, discrimination or exclusion.
- Uphold all organisational policies.
- Respect physical, emotional and psychological boundaries of others at all times.

### **Professionalism & Responsibility**

- Arrive on time and fully prepared for all activities.
- Accept and follow reasonable directions from supervisors, directors, or committee members.
- Take care of Tall & Short Theatre Co Inc. property and report any damage or hazards promptly.
- Avoid behaviour that could bring Tall & Short Theatre Co Inc into disrepute, including online.

### **Attendance & Participation**

- Notify relevant Production Team members of any absences as early as possible.
- Commit fully to your role and responsibilities and promote a spirit of collegiality.
- Respect the overall vision of the production and creative decisions made by the Production Team.

### **Consequences for Breach**

Failure to uphold this Code of Conduct may result in formal discussion, removal from a production, or further action at the discretion of the Management Committee.

### **Agreement**

By signing below, I confirm that I have read the above Code of Conduct and agree to uphold this Code of Conduct at all times while representing Tall & Short Theatre Co Inc.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

*Effective Date: July 2025*

*Review Date: July 2027 (This policy may be reviewed and updated by the Committee prior.)*

*If you have questions or concerns about this policy, please contact the Committee via [committee@tstheatreco.com](mailto:committee@tstheatreco.com).  
If you wish to lodge a complaint, please refer to the Grievance Policy for the appropriate process and reporting pathway.*