

Mixed eMotion Theatrix (MeMT) Anti-Harassment Policy

Mixed eMotion Theatrix (MeMT) is committed to creating a safe, respectful, and inclusive environment free from all forms of harassment for all artists, staff, board members, volunteers, audiences, and community partners. We believe that everyone has the right to participate in our programs and activities without fear of harassment or discrimination.

Prohibited Conduct:

MeMT prohibits all forms of harassment, including but not limited to:

- **Verbal Harassment:** This includes offensive jokes, slurs, epithets, name-calling, insults, intimidation, threats, unwelcome sexual advances, requests for sexual favors, and comments about a person's body, sexual orientation, gender identity or expression, race, ethnicity, religion, age, disability, or other protected characteristic.
- **Physical Harassment:** This includes unwelcome touching, groping, kissing, hugging, patting, pinching, brushing against another person's body, blocking someone's path, and any other physical contact that is unwanted or offensive.
- **Visual Harassment:** This includes displaying or transmitting offensive or inappropriate images, posters, cartoons, drawings, or other materials, such as sexually suggestive images, racist or sexist symbols, or hate speech.
- **Cyber Harassment:** This includes using electronic communication (email, social media, text messages) to harass, intimidate, bully, or threaten another person.
- **Retaliation:** Retaliation against anyone who reports harassment or participates in an investigation is strictly prohibited.

Reporting Procedures:

MeMT encourages anyone who experiences or witnesses harassment to report it immediately. Reports can be made to any of the following individuals:

- Ryan Bergmann, Executive Director
- Janet Roston, Artistic Director
- Kate Coleman, Associate Choreographer
- Sara Wines, Rehearsal Director
- Sarah Mullis, Marketing Director

Reports can be made verbally or in writing. MeMT will treat all reports with confidentiality to the extent possible and will promptly investigate all allegations of harassment.

Investigation and Disciplinary Action:

MeMT is committed to conducting thorough and impartial investigations of all harassment complaints. If an investigation determines that harassment has occurred, MeMT will take appropriate disciplinary action, which may include:

- Verbal warning
- Written reprimand
- Suspension
- Termination
- Referral to law enforcement

No Retaliation:

MeMT strictly prohibits retaliation against anyone who reports harassment or participates in an investigation. Any act of retaliation will be subject to disciplinary action.

Confidentiality:

MeMT will maintain confidentiality throughout the reporting and investigation process to the extent possible and permitted by law.

Policy Dissemination:

This Anti-Harassment Policy will be distributed to all artists, staff, board members, volunteers, and community partners. It will also be posted on MeMT's website and made available at all MeMT events and activities.

Training:

MeMT will provide regular training to all members of the MeMT community on this Anti-Harassment Policy and how to prevent and respond to harassment.

Review and Amendment:

This policy will be reviewed and updated periodically as needed.

MeMT is committed to creating a safe and respectful environment for everyone. We encourage all members of our community to work together to prevent harassment and promote a culture of respect and inclusion.