

Howick Little Theatre

Code of Conduct

2025

Purpose

This Code of Conduct is designed to foster a safe, respectful, and inclusive environment for everyone involved in any capacity at HLT. It applies to cast, crew, volunteers, employees, contractors and audience members alike, and aims to uphold the integrity and creative spirit of our organisation. This document is a living document and could be updated or adapted at any time. We welcome feedback.

1. Respect and Dignity

- All individuals shall be treated with courtesy, fairness, and respect.
- Discrimination, harassment, or any behaviour that demeans or marginalises others on the basis of race, ethnicity, gender, sexual orientation, age, disability, religion, or any other personal characteristic is strictly prohibited.

2. Professionalism and Collaboration

- Participants are expected to engage professionally: arriving on time, prepared, and committed to their roles.
- Open, honest, and constructive communication is encouraged to promote collaboration and resolve conflicts amicably.

3. Safety and Well-being

- The physical and emotional safety of every individual is paramount.
- Actions or language that threaten the safety or well-being of any participant will not be tolerated.
- Any concerns or incidents should be reported promptly to theatre management, with assurances that such reports will be handled confidentially and respectfully.

4. Responsibility toward the Theatre

- All members are entrusted with the care of theatre property, equipment, and spaces.
- It is each individual's responsibility to maintain a clean, orderly, and safe environment during rehearsals, performances, and other theatre-related activities.

5. Inclusivity and Fairness

- Our theatre is committed to providing a welcoming and inclusive environment that celebrates diverse perspectives and talents.
- Participation is open to all, and all contributions are valued. Everyone is encouraged to support one another in achieving a harmonious and creative working environment.

6. Drug and Alcohol-Free Policy

- HLT maintains a strict drug and alcohol-free policy. The use, possession, or being under the influence of drugs or alcohol during rehearsals, performances, or any theatre-related activities is strictly prohibited.

7. Accountability

- By participating in community theatre activities, all individuals agree to abide by this Code of Conduct.
- Theatre management reserves the right to take appropriate action, including warnings, suspension, or dismissal from activities, in response to any breaches of these guidelines.

Conclusion

Howick Little Theatre thrives on the shared commitment of all participants to maintain a respectful, safe, and inclusive environment. Let us work together to ensure that our theatre remains a place where creativity, collaboration, and community can flourish.