



## **Storm Activities Harassment and Bullying Policy**

**As modeled after the Children Theatre Company's Student Contract.**

In an effort to create a positive, supportive, and thriving community, harassment, bullying, and inappropriate behavior of any kind will not be tolerated.

**Harassment** includes, but is not limited to; slurs, jokes, pranks, innuendo, comments, written or graphic material, stereotyping or other threatening, hostile, or intimidating acts based on race, color, religion, national identity/origin, gender (including identity and expression), age, disability status, familial status, or any other legally protected status.

**Sexual Harassment** includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Other sexually oriented conduct, whether intended or not, that is unwelcome and has the effect of creating an environment that is hostile, offensive, intimidating, or humiliating may also constitute sexual harassment.

- While it is not possible to list all those additional circumstances that may constitute sexual harassment, the following are some examples of conduct that, if unwelcome, may constitute sexual harassment depending on the totality of the circumstances, including the severity of the conduct and its pervasiveness:
  - Sexual jokes, written or oral references to sexual conduct, gossip regarding one's sex life, comments about an individual's body, comments about an individual's sexual activity, deficiencies, or prowess;
  - Displaying sexually suggestive objects, pictures, or cartoons;
  - Unwelcome leering, whistling, brushing up against the body, sexual gestures, or suggestive or insulting comments;

- Inquiries into one's sexual experiences; and discussion of one's sexual activities.

**Bullying** may be intentional or unintentional. However, it must be noted that where an allegation of bullying is made, the intention of the alleged bully is irrelevant and will not be given consideration when meting out discipline. As in sexual harassment, it is the effect of the behavior upon the individual that is important. The following are examples of bullying:

- Verbal bullying: Slandering, ridiculing or maligning a person or his/her family;
- Persistent name calling that is hurtful, insulting or humiliating; using a person as the butt of jokes; abusive and offensive remarks.
- Physical bullying: Pushing, shoving, kicking, poking, tripping, assault or threat of physical assault; damage to a person's work area or property.
- Gesture bullying: Nonverbal threatening gestures or glances that convey threatening messages.
- Exclusion: Socially or physically excluding or disregarding a person in work-related activities.

**Rule of Three:** To ensure the safety of all parties, the rule of three will be observed in which three or more students and/or adults must be present if in a private space (theatre, classroom, stairwell, etc).

By signing this contract, I agree to meet these expectations to the best of my ability. I understand that any violation of this policy will be addressed and in extreme circumstances, I may be asked to leave the activity.

Name:

Date: