MOPCO ANTI-HARASSMENT AGREEMENT

Mopco, LLC (The Mopco Improv Theatre and Koppett) strives to create and maintain not simply a respectful, but a welcoming and developmental environment in which people thrive. Therefore, our environment must be characterized by mutual trust and the absence of intimidation, oppression or exploitation.

The Company is committed to maintaining a workplace free from harassment. This includes any kind of discrimination based on:
- Age, Creed (religion), Sex, Sexual orientation, Gender identity, Gender expression, Family status, Marital status, Disability, Race, Ancestry, Place of origin. Ethnic origin, Citizenship, Color
- Association or relationship with a person identified by one of the above
- A perception that one of the above applies.

The right to freedom from discrimination and harassment, as well as the obligation to refrain from engaging in harassment or discriminatory behavior, extends to all persons who are in the building or participate in Mopco programs. This includes but is not limited to:
- all employees (including full-time, part-time, temporary, and probationary staff), contractors, performers, Instructors and guest instructors, volunteers, students, interns and apprentices, service providers, rental companies, audience members, friends and family.

All employees, staff, and volunteers, regardless of their positions are expected to comply with this policy and to take appropriate measures to ensure that prohibited conduct does not occur.

Appropriate disciplinary action will be taken against anyone who violates this policy. Based on the seriousness of the offense, disciplinary action may include verbal or written reprimand, suspension or termination of employment for employees, or severance of relationship for volunteers.

The company reserves the right to ask audience members or students to leave for cause.

Mopco’s full anti-harassment policy, including definitions and reporting and investigation procedures (including a link to an anonymous reporting form) can be found on our website @ ______ or in hard copy upon request.

Any additional questions or concerns may be directed to Michaelburns@mopco.org or KatKoppett@mopco.org.

I have read and agree to act in compliance with Mopco’s anti-harassment policies.

_______________________________________________________________________________

Name: Date: