



KICKSTAND COMEDY NON HARASSMENT POLICY

All staff, board members, visiting artists, students, performers, producers, volunteers, audience members, and hosts are responsible for assuring that our theater and classrooms are a safe environment, free from sexual harassment and discrimination of any kind. Kickstand Comedy strongly supports the rights of all its students and performers to work in safe and supportive environments, free from all forms of harassment, including harassment on the basis of race, color, religion, gender, sexual orientation, national origin, age, or disability.

Harassment is any systematic or continued act or communication that's unwelcome, including but not limited to:

- Unwelcome sexual advances in person, phone/text, or online
- Requests for sexual acts or favors
- Negative stereotyping
- Hate speech of any kind against any person
- Other verbal, physical, or online conduct of a sexual or aggressive nature that has the purpose or effect of interfering with an individual's comfort or performance
- Any action or communication of written or graphic material resulting in a threatening, intimidating, hostile, or offensive learning environment, including any material that is placed on walls, bulletin boards, or elsewhere on the premises, or circulated in the space, social media, or elsewhere online
- All staff, board members, visiting artists, students, performers, producers, volunteers, audience members, and hosts whether or not the incidents of harassment occur on Kickstand Comedy property and whether or not the incidents occur during class hours. If a teachers, student, performer, producer, volunteer, host feels that they have been subject to harassment or any unwanted attention by anyone, they should: Make their unease and/or disapproval directly and immediately known to the alleged harasser if possible, and report the incident immediately to a teacher if they are a student, or email info@kickstandcomedy.org to report to directors.
- Performers who are in violation of our Non-Harassment Policy may not host shows, or perform in shows at the venue.
- Performers and teams choosing to be coached/directed by persons who have been expelled from working with and being on the premises of Kickstand Comedy due to a violation of our Non-Harassment policy are not permitted to host or perform in shows at Kickstand.

All complaints will be promptly and carefully investigated by Kickstand Comedy. All teachers, students, performers, producers, volunteers, audience members, and hosts will be protected from any and all reprisal or retaliation for filing such complaints. A determination of appropriate action will be made from the facts on a case-by-case basis. All students should be aware that their privacy and the privacy of the accused person will be kept strictly confidential. In the event a student or performer has an existing restraining order or charges filed against someone in the community, Kickstand Comedy will take all necessary measures to follow court orders once notified of their existence.

Prevention is the best tool for the elimination of sexual harassment. Please be respectful of all students and faculty. Relationships with Students: *(Instructors/prospective instructors)* currently training/instructing, acknowledge they are not to engage in romantic or sexual relationships with students currently enrolled in the Kickstand Comedy training center. *(This clause does not pertain to contractors/students engaged in ongoing romantic or sexual relationships that existed prior to a students enrollment.)*

Kickstand Comedy prohibits harassment of any kind. If the result of an investigation indicates that corrective action is called for, such action may include disciplinary measures up to and including immediate expulsion of the offender.

ALL STUDENTS MUST AGREE TO THIS POLICY AND SIGN BEFORE REGISTERING FOR CLASS