

Blanche Improv is a kindness first business.

Blanche encourages people to make the most compassionate choices they can and behave with the greatest level of respect towards themselves and one another.

So she asks everyone who works with her to follow one simple rule:

Be kind.

Blanche specifically means that this is **The Code of Conduct** that anyone who participates in any Blanche show, rehearsal, workshop, special event or any other anything sponsored by Blanche (a "Blanche Activity") agrees to abide by:

♥ There is no place for any of the nasty -isms (sexism, racism, ableism, classism, ageism or the like) or -phobias (homophobia, transphobia, fatphobia, insert-religion-here-phobia etc) or just straight up mean-ness (verbal or physical bullying, harassment or violence, whether or not it is accompanied by any -ism or a -phobia) at Blanche Improv. If Blanche notices or is informed of this type of unacceptable behaviour, she will investigate and take appropriate action as she decides in her sole discretion, which may include exclusion from further participation in any Blanche Activity. NB Blanche does not consider feminism a 'nasty -ism', in fact, she enthusiastically encourages it!

♥ Blanche's theatre is a place for wholesome fun, where all involved (teams, coaches, audiences) should feel safe, relaxed and respected. While of course there is no room at Blanche for discrimination, misconduct, harassment, or sexual harassment, Blanche also expects that choices will be made (both creative and interpersonal) that uphold this ethos and ensure that everyone involved feels comfortable, safe and empowered to speak up if this isn't the case.

♥ Anyone who behaves in a way that breaks the law at a Blanche Improv Activity may be asked to leave the Blanche community immediately and Blanche reserves the right to take further action as is deemed appropriate in her sole discretion.

♥ Please use people's correct pronouns. If you're not sure, ask. Just please be kind about it.

♥ Understand that we are all, including Blanche, fallible. Improv is an art form which requires artists to respond quickly and impulsively under pressure. Everyone has kooky stuff lurking in the bottom of their brain, so when someone makes a genuine mistake, please afford them an opportunity to grow and learn. In order to distinguish between a mistake and malice, please consider someone's intent, that's what Blanche does! And in any event, unless the forum allows for it (a group rehearsal, say) please bring concerns to Blanche and let her work it out, confrontations between participants aren't good for anyone.

♥ If you need to break a commitment you've made to Blanche Improv, please collaborate with Blanche to find a solution that works for everyone- you, the team, Blanche and anyone else involved (like venue staff).

♥ Please be communicative and honest- Blanche understands that this can take courage but clear communication helps address issues early and supports everyone in their growth.

♥ Blanche believes that everyone is doing the best they can with what they've got, and that they will take responsibility for their decisions. However, Blanche reserves the right to take any action she deems necessary to remedy any violation of the above, as determined by her in her sole discretion which may include ending a scene during a show or requiring anything from an apology through to ending an individual's relationship with Blanche.

♥ Blanche provides as many opportunities to provide feedback to the business as possible, and she will try to action the feedback she receives where appropriate.

If Blanche notices that you've had trouble being kind, but it doesn't fall into the category of the really bad actions described above, she'll bring it to your attention. If you are unkind for a second time, she'll bring it to your attention again and let you know that if you forget for a third time, Blanche will ask you to leave the community and break off her working relationship with you. If your kindness memory lapses for a third time, you will be asked to leave the community and any payments you've made to Blanche Improv will be forfeited and go towards buying tea and biscuits at the next Blanche Improv Extravaganza.

To be crystal clear "Blanche" means Blanche Improv and references to "She" refer to anyone employed by or otherwise acting as an agent for Blanche Improv.