



The Players Theatre Inc

Members Code of Conduct 2023

References:

Associations Incorporation Act 2009 and

Associations Incorporation Regulation 2016

Players Theatre Inc Constitution

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1. Introduction

1.1. Overview

At The Players Theatre we are committed to providing the best theatre experience possible for our Members and Patrons, and to providing a safe, secure environment for all our Members, Volunteers and Performers especially for all children involved with the Theatre.

To achieve this, everyone involved with the Theatre must promote a positive, constructive environment where everyone's contribution is valued. Teamwork and respectful member relations are essential.

All members of the Association should expect to be treated, and must treat others, with respect, dignity and fairness. High standards of theatre conduct improve member morale. It also produces more effective relationships. In particular, bullying, intimidation or harassment will not be tolerated.

This Members Code of Conduct seeks to provide the basis for developing a positive harmonious theatre culture, a culture which reflects our core values of; Respect, Empowerment, Integrity, Trust, and Accountability.

I ask everyone involved at The Players Theatre to make themselves aware of this Members Code of Conduct, and to implement and adhere to its provisions and to the Players core values on which it is based.

1.2. Core Values



1.3. Purpose

The Members Code of Conduct defines standards of ethical conduct that are required of all members of The Players Theatre in any capacity, the outcomes we are committed to, and the behaviors which are unacceptable and will not be tolerated. The Members Code of Conduct is to be considered as supplementary to the existing rules set out in The Players Theatre Inc. Constitution.

The Members Code of Conduct assists with building a positive theatre culture.

The intent of the Members Code of Conduct is to provide a framework to promote ethical day-to-day conduct and decision making. It does not and cannot cover every situation that can arise in the theatre.

The Members Code of Conduct does not replace the need for common sense and common decency in how Members conduct themselves.

1.4. Application

All new Members will be given a copy of the Constitution and Members Code of Conduct which they must agree to abide by.

1.5. Implementation

The Members Code of Conduct requires all persons involved in Players Theatre events and activities to adhere to the standards set out below.

The standards in the Members Code of Conduct also apply to social activities that take place outside theatre premises, and to the making of comments about the theatre or other Members on social media where the status of the person making the comments as a Players Theatre member is indicated or can be inferred.

1.6. Reporting

Members should report any breach or concerns about a breach of the Members Code of Conduct to any member of the Committee.

1.7. Process

There is a range of consequences for breaches of this Members Code of Conduct depending on the nature and seriousness of the matter. The Committee has a responsibility to address alleged breaches of the Members Code of Conduct promptly, and in a fair and reasonable manner. They need to assess the seriousness of any alleged breaches, and how they should be dealt with. Possible outcomes for a member who has breached the Members Code of Conduct may be:

- Counselling;
- Conduct improvement plans;
- Formal disciplinary action;
- Referral to the police in cases of suspected possible criminal activity; and/or
- Termination of Membership.

Certain sections of the Members Code of Conduct reflect the requirements of legislation, and breaches of these conditions may be punishable under law.

1.8. Protection

The Players Theatre Inc. is committed to protecting any person who raises concerns about a breach of the Members Code of Conduct from retaliation or reprisals. Any attempt to take detrimental action against a person who raises a legitimate breach of the Members Code of Conduct will be treated seriously and may lead to disciplinary action.

2. Agreement

Members agree to read, understand and adhere to the conditions in The Players Theatre Inc Constitution and the following:

2.1. Promote a positive theatre environment

- Treat Members and Patrons with courtesy and respect and with due sensitivity to the needs of people with different backgrounds and cultures;
- Treat all Members and Patrons in a way that promotes harmonious and productive relationships;

2.2. Confidentiality

Any misuse of information will be treated as a breach of confidentiality. Such a breach by a member will be viewed as a serious matter requiring disciplinary action, up to and including referral to the Police if a breach of the Privacy Act is suspected.

2.3. Act Appropriately

- Ensure that their actions and decisions are not influenced by self-interest or considerations of personal gain or other improper motives;
- Not make threats or otherwise attempt to intimidate fellow Members or Patrons in any way.
- Treat all Members in an appropriate way.
- Dress in a way that is appropriate for the theatre;
- Comply with all lawful and reasonable directions given by the committee, committee assistants, directors, stage managers and front of house managers authorised to give them;
- Report to a member of the Committee any breach of code or misconduct by others of which they become aware.
- Any complaints involving the treatment of children will be dealt with by the Committee in accordance with the Child Protection (Working with Children) Act.

2.4. Not to abuse tobacco, drugs or alcohol

- Not be under the influence of alcohol or drugs whilst on theatre premises;
- Observe the strict 'No Smoking' rules on all theatre property.
- No alcohol can be brought into the Theatre from outside.
- Only alcohol purchased from the Theatre bar, can be consumed on Theatre property.
- To not take alcohol into any area where it is not approved.
- Areas where alcohol is allowed are the Foyer, Auditorium (in the appropriate supplied container) and in the Gould Room.

2.5. Promote anti-discrimination & anti-harassment

- Not to bully or harass other Members or Patrons, or discriminate against them on the basis of their sex, race, ethnic or ethno-religious background, marital status, pregnancy, disability, age, homosexuality, or transgender status;
- Not to encourage or support, other Members in harassing or bullying, or in acting in a way that is contrary to harmonious theatre relationships between Members.