

Bullying, Harassment and Unwanted Sexual Attention

At United Players we aim to provide the best possible working environment for all those working with us, one that is based on collaboration and respect.

We expect all who work with us to recognize that each individual has a right to a working environment which encourages respectful, considerate, dignified and non-sexualized working relationships. It is the duty of all to treat their colleagues with dignity and respect and we are opposed to harassment and bullying in any form. Everyone is responsible for their own behaviour in this regard and any threatening, aggressive, bullying behaviour, harassment or unwanted sexual attention, language or behaviour will not be tolerated.

Harassment

Harassment includes any behaviour that is offensive, intimidating, humiliating or hostile, which interferes with an individual's work, which causes stress, anxiety, fear or sickness on the part of the harassed person, and behaviour which sexualizes the workplace. Harassment based on age, sex, race, disability, sexual orientation, gender re-assignment, ethnic or national origins, religion or belief, or harassment of a sexual nature, is unlawful and may render the persons responsible personally liable for legal action.

This policy on harassment and bullying applies to all members of United Players.

Sexual Harassment

Sexual harassment includes any unwanted conduct of a sexual nature or other conduct based on sex, affecting the dignity of individuals at work – which can include unwelcome physical, verbal or non-verbal conduct whereby the behaviour is inappropriate, offensive or distressing for the recipient, and such conduct creates an intimidating, hostile, humiliating or sexualized working environment for the recipient. Conduct or comments become harassment when they are unwelcome to others or make others feel uncomfortable or threatened, even if they are intended as a joke. Intention is not the same as impact.

Conduct may include:

- Insinuating or sexualized remarks
- Grabbing, deliberate touching
- Suggestive gestures and jokes
- Staring, meaningful glances
- Seemingly accidental touching
- Demand for sexual attention
- Derogatory remarks about an individual's body, manner or sexual activities
- Insult after a rejection of an advance and/or repeated propositions
- Showing, sending or display of pornography
- Promise of advantage for sexual concessions
- Threat of disadvantage for rejection of advance
- Physical force, or threat of force, for sexual action

This list is not exhaustive and we recognize that unwanted sexual attention can take many forms.

Towards a Code of Behaviour

It is never appropriate to verbally sexually objectify anyone's body in the rehearsal room or theatre.

It is never appropriate for an actor to be made to feel vulnerable through nudity, undress or costuming.

It is never appropriate to initiate unwanted intimate physical contact.

It is never appropriate to push people to share their personal experiences to deepen the work. If it is offered, it has to remain within the trust of the working room.

Reporting

We encourage everyone to report instances of sexual harassment and encourage their peers to do the same. Peer to peer support will help create a working culture where inappropriate sexual behaviour or language is completely unacceptable and can be challenged either in the moment or through the procedure outlined below.

- 1) If you feel comfortable doing so, we encourage you to first directly address any concern you may have with the individual(s) involved. This helps foster an honest and open community and is often the fastest path to a resolution.
- 2) If you do not feel comfortable doing that then contact either the Actors' Representative or the producer.
- 3) They will then inform to Board's Harassment Officer who, with the Producer, will meet with the complainant in a safe confidential environment to talk more about the events and to assess how they feel. The complainant may bring a friend to this meeting should they wish.
- 4) The Board's Harassment Officer together with the Producer will then meet with the person against whom the complaints/reports are brought. Again the meeting will be in a safe, confidential environment, and that person may bring a friend to the meeting should they wish.
- 5) The Harassment Officer and the Producer will then report to the board who will discuss the outcomes of these meetings.
- 6) Action to be taken is then agreed and
- 7) the action to be taken is communicated to both parties.

Thank you to the Royal Court Theatre, London, whose wording we have used in part.