



### **THE STUMPTOWN IMPROV FESTIVAL HARASSMENT POLICY ACKNOWLEDGMENT**

All performers, teachers, students, producers, volunteers, audience members, service providers and hosts are responsible to assure that our festival theater, workshops, after parties, and all affiliated events and spaces are a safe environment, free from sexual harassment and discrimination of any kind. The Stumptown Improv Festival has a zero tolerance policy for discrimination and harassment and strongly supports/will actively enforce 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. There are two types of sexual harassment. Neither is acceptable with regard to any aspect of the Stumptown Improv Festival.

1. Quid pro quo Harassment- occurs when the terms of employment, participation, inclusion, or other beneficial acceptance in an activity are conditioned upon acquiescence to the sexual harassment.
2. Hostile Environment- occurs when the conduct is sufficiently severe or pervasive to alter the conditions of employment or one's ability to participate in an activity or otherwise create an abusive environment.

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 through a third person, or any other means
- Requests for sexual acts or favors
- Negative stereotyping
- Hate speech of any kind against any person

Photographing, filming, or making an audio recording ("media") of another person under circumstances where that person has a reasonable expectation of privacy, or distributing or publishing such media that has been provided to you or another under circumstances where a reasonable person would understand the media was intended to be kept private.

- 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 festival event premises, or circulated in the space, social media, or elsewhere online
- Performers, workshop teachers, students, producers, volunteers and audience members are prohibited from harassing other performers, workshop teachers, students, producers, volunteers and audience members whether or not the incidents of harassment occur at a Stumptown Improv Festival event and whether or not the incidents occur during show, workshop hours or at a festival sponsored after party or gathering.

Any conduct which, if occurring in an employment setting, would be a violation of applicable federal or state law, including but not limited to Title VII, 42 United States Code § 2000e et seq., and Oregon Revised Statutes Chapter 659A.

If a performer, workshop teacher, student, producer, volunteer, service providers, any participant of any type or audience member feels that they have been subject to harassment or any unwanted attention by anyone, they should:

1. Make their unease and/or disapproval directly and immediately known to the alleged harasser if possible
  2. Report the incident immediately to any member of the Leadership Team:
    - Erin Jean O'Regan. 503-702-6772. erin@stumptownimprov.com
    - Jed Arkley. 503-560-0351. jed@stumptownimprov.com
    - Leon Anderson. 323-445-8449. leon@stumptownimprov.com
- (or) to unaffiliated third party representative,
- Brad Fortier. 503-939-2537. brad.fortier@gmail.com

All complaints will be promptly addressed and carefully investigated by the the Leadership Team. All performers, workshop teachers, students, producers, volunteers, service providers and audience members 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 festival participants should be aware that their privacy and the privacy of the accused person will be kept strictly confidential to the extent allowed by law.

Action will not be immediately taken if the information is based off of rumor or third party hearsay in an effort to ensure the accuracy of facts and clear communication.

In the event a performer or student has an existing restraining order or charges filed against someone in the community, the Stumptown Improv Festival 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, careful and perceptive of others boundaries.

The Stumptown Improv Festival 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 from all festival activities.